NO: FD(SR-I)10(1193)/2021

GOVERNMENT OF SINDH
FINANCE DEPARTMENT

Karachi, dated the 7th December, 2021

To,

The Accountant General of Sindh,
Karachi.

Subject: **PAYMENT OF ARREARS OF PAY AND ALLOWANCES.**

I am directed to refer to this Department's SOPs letter No.FD(E&A)9(58)/2017, dated 10th January, 2017, on the subject noted above and in pursuant to approval of Scrutiny Committee meeting held on 12th November, 2021, under the Chairmanship of Special Finance Secretary (SR/Admn), Finance Department, is hereby accords permission for the drawl of arrears of pay and allowances as per details given:-

Sr.	Name	Designation	Nature of Claim	Claim Period	Amount in Rs. (Gross)
1.	Syed Jalal Abbas Jafri **Per.No.10970772**	SHE-Q Specialist	Regular Salary	w.e.f. 03.05.2021 to 30.06.2021	**Rs.483,870/-**
2.	Mr. Zafar Iqbal **Per.No.10970566**	Contracts Management Specialist		w.e.f. 01.04.2021 to 30.06.2021	**Rs.900,000/-**
3.	Mr. Amir Hamza **Per.No.10970565**	Social Dev. Specialist		w.e.f. 01.04.2021 to 30.06.2021	**Rs.1,050,000/-**

2. The permission is subject to:

(i) Verification / Genuineness of the claim and of relevant documents.
(ii) Re-calculation of the amount of arrears and payment to be made in two equal instalments, if amount is more than 0.5 million.
(iii) Condition that genuiness of the appointment was verified from secretary concerned, before hiring / opening of IDs.
(iv) Confirmation that incumbent has not availed above benefits against same period before.
(v) Deduction under applicable rules.
(vi) Return the advice with recommendation (if any) in case any discrepancy / omission is found or rectification / addition / subtitution is required.
(vii) In case of any discrepancy / violation of the Policy / Rules, DDO / DAO concerned will be held responsible.

3. The expenditure involved will be met out within the budget grant under relevant head of account during the current financial year 2021-22.

(GHULAM ASGHAR SUHAG)
SECTION OFFICER (SR-I)

NO: FD(SR-I)10(1193)/2021 **Karachi, the dated 7th December, 2021**

A copy is forwarded for information to:-

1. The Secretary, Transport & Mass Transit Department, Govt. of Sindh, Karachi.
2. P.S to SFS(Admn/SR), Finance Department.
3. The DDO / Director Administration & HR, Sindh Mass Transit Authority, Karachi.
4. The Officers concerned.
5. Master File.

SECTION OFFICER (SR-I)

613

NO: FD(SR-I)10(1192)/2021

GOVERNMENT OF SINDH
FINANCE DEPARTMENT

Karachi, dated the 7th December, 2021

To,

The Accountant General of Sindh,
Karachi.

Subject: **PAYMENT OF ARREARS OF PAY AND ALLOWANCES.**

I am directed to refer to this Department's SOPs letter No.FD(E&A)9(58)/2017, dated 10th January, 2017, on the subject noted above and in pursuant to approval of Scrutiny Committee meeting held on 12th November, 2021, under the Chairmanship of Special Finance Secretary (SR/Admn), Finance Department, is hereby accords permission for the drawl of arrears of pay and allowances as per details given:-

Sr.	Name	Designation	Nature of Claim	Claim Period	Amount in Rs. (Gross)
1.	Ms. Huma Ashar **Per.No.10969755**	Gender Specialist	Regular Salary	w.e.f. 10.03.2021 to 30.04.2021	**Rs.427,419/-**

(Rupees: Four hundred twenty seven thousand four hundred and nineteen only)

2. The permission is subject to:

(i) Verification / Genuineness of the claim and of relevant documents.
(ii) Re-calculation of the amount of arrears.
(iii) Condition that genuiness of the appointment was verified from secretary concerned, before hiring / opening of ID **(10969755).**
(iv) Confirmation that incumbent has not availed above benefits against same period before.
(v) Deduction under applicable rules.
(vi) Return the advice with recommendation (if any) in case any discrepancy / omission is found or rectification / addition / subtitution is required.
(vii) In case of any discrepancy / violation of the Policy / Rules, DDO / DAO concerned will be held responsible.

3. The expenditure involved will be met out within the budget grant under relevant head of account during the current financial year 2021-22.

(GHULAM ASGHAR SUHAG)
SECTION OFFICER (SR-I)

NO: FD(SR-I)10(1192)/2021 **Karachi, the dated 7th December, 2021**

A copy is forwarded for information to:-

1. The Secretary, Transport & Mass Transit Department, Govt. of Sindh, Karachi.
2. P.S to SFS(Admn/SR), Finance Department.
3. The DDO / Director Administration & HR, Sindh Mass Transit Authority, Karachi.
4. The Officers concerned.
5. Master File.

SECTION OFFICER (SR-I)

15/12 Concerned. P.S.

Diary No. 27

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

SUBJECT: MINUTES OF THE THIRD AND FOURTH MEETINGS FOR HIRING OF "SPECIALISTS" FOR KARACHI URBAN MOBILITY PROJECT – YELLOW LINE BRTS IN SMTA.

The third and fourth meetings of Selection Committee for recruitment of specialists on contractual basis for a period of one year for implementation of Karachi Urban Mobility Project Yellow Line – BRTS, Sindh Mass Transit Authority (SMTA) were held on December 29, 2020 at 2:00PM and on January 5, 2021 at 10:00 AM, respectively, in the office of Managing Director, SMTA.

Following officers attend the meetings:
1. Managing Director, Sindh Mass Transit Authority, Government of Sindh
2. Project Director, Project Management Team, BRTs Yellow Line.
3. Additional Secretary (Services-II), SCA&C Department, Government of Sindh
4. Chief Consultant, Transport & Mass Transit Department, Government of Sindh
5. Director Finance, PPP Unit, Finance Department, Government of Sindh

The Committee held interviews for the positions of Safety, Health, Environment and Quality Specialist, Social Development Specialist, Gender Specialist, and Procurement/Contract Management Specialist on aforementioned days. The Committee reviewed the following criteria mentioned in respective terms of references for the positions and in the advertisement dated November 6, 2020.

SAFETY, HEALTH, ENVIRONMENT AND QUALITY SPECIALIST:

QUALIFICATION:

i. Minimum Bachelor's degree In Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Preferable Master's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Foreign qualification will be considered an added advantage.

ii. Specialized Training - ISO 9001-2015, Quality Management Systems, IS0-14001, Occupational Health & Safety, IS0-22000, Quality Assurance, or any other skills considered relevant for the position.

iii. Active Affiliations -Membership of recognized Industry or Professional Organizations.

EXPERIENCE:

iv. At least 5 years of post-qualification relevant experience in Strategic Quality, Environment, Health and Safety, Planning/ Designing., Implementing, Training.. Monitoring and Evaluating SHE&Q related activities. Relevant international work experience as well as skills in Environmental Impact Assessments and Environmental Management Plans is an advantage.

v. Experience of working infrastructure projects (consultancy works I Projects funded by donor agencies shall be preferred.

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

SOCIAL DEVELOPMENT SPECIALIST:

QUALIFICATION:

i. Master's degree or equivalent in Social sciences/ development studies or other related fields. University degree in Applied Social Sciences e.g. Anthropology, Sociology, Economics, Development or Human Geography or other related fields combined with specialized experience in similar organizations may be considered in lieu of a Masters degree.

EXPERIENCE:

ii. At least 10 years of experience in community engagement, planning, implementation and management of resettlement preparation of at least 5 resettlement plans for infrastructure projects. Experience in urban setting would be an advantage.
iii. Strong knowledge of relevant Federal, Provincial and local Laws, standard regulations and policies such as those pertaining to land acquisition and resettlement, labor management and protection, special protection legislation, mechanism and provisions pertaining to women and vulnerable and marginalized groups.
iv. Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.

GENDER SPECIALIST:

QUALIFICATION:

i. Master's Degree in Social Sciences, Gender and Development or Women's Studies, Management or related field.
ii. Specialized Training - Gender Awareness/Sensitization, Gender Based Violence, Community Engagement, Strategies Development or any other skills considered relevant for the position.
iii. Active Affiliations -Membership of Recognized Industry or Professional Organization.

EXPERIENCE:

iv. At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

PROCUREMENT/CONTRACT MANAGEMENT SPECIALIST:

QUALIFICATION:

i. A Bachelor's degree in (Civil/Electrical/Mechanical) Engineering or equivalent Master's degree in relevant discipline of Engineering or MBA/MSc/MA in Project/Procurement Management will be added advantage from HEC recognized university.

EXPERIENCE:

ii. At least 10 years of hands-on experience in procurement of goods, and consultancies. Experience on donor-funded projects shall be an important advantage. Strong experience of contract management, particularly consultancy services contracts

iii. Hands-on experience on the Standard Procurement Documents such as PEC (Pakistan Engineering Council) and FIDIC specification and documents with special grip on legal sides.

iv. Excellent written and oral communication skills in both English .and Urdu to develop and process complex technical documents, reports, papers and recommendations.

v. Excellent computer skills including MS Office (Word, Excel and PowerPoint), familiarity with WB Procurement Systems (STEP) or other similar Procurement Software is a plus.

Based on the above conditions the committee agreed for the following marking criteria:

S.No	Criteria	Marks
1.	Qualification (Master or above 100%)	30
2.	Relevant Experience (up to 5 years 100%)	40
3.	Communication Skills	15
4.	Inter Personal Skills	15
	TOTAL	**100**

As per the list of shortlisted candidates carried out in consultation with the World Bank, Seven (7) candidates for the post of Safety, Health, Environment and Quality Specialist, One (1) candidate for the post of Social Development Specialist, three (3) candidates for the post of Gender Specialistand four (4) candidates for the post of Procurement/Contract Management Specialist were called for interviews. Thirteen (13) candidates appeared before the Committee on ZOOM vide meeting ID NO. 833 3678 7182, One candidate, Zafar Iqbal, for the post of Procurement/Contract Management Specialist, appeared in person before the Committee and one candidate, Tariq Haque, for the post of Procurement/Contract Management Specialist, regretted the interview.

Committee assessed/interviewed the following fourteen candidates on the basis of interviews andmarking criteria as mentioned supra as well as negotiated expected remunerations.

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

SAFETY, HEALTH, ENVIRONMENT & QUALITY SPECIALIST			
S.No	Name of Candidate	AggregateMarks	Negotiated Remuneration
1.	Jibran Khalid Kidwai	96	280K
2.	Muhammad Ahmed	91	300K
3.	Syed Jalal Abbas Jafri	85	200K
4.	Ume Aiman	80	150K
5.	Raheel Ahmed	78	170K
6.	Zeeshan Khan Afridi	74	200K
7.	Adnan Saleem Khan	69	300K

SOCIAL DEVELOPMENT SPECIALIST			
S.No	Name of Candidate	AggregateMarks	Negotiated Remuneration
1	Amir Hamza	87	350K

GENDER SPECIALIST			
S.No	Name of Candidate	Aggregate Marks	NegotiatedRemuneration
1.	Huma Ashar	90	100K+
2.	UzmaBano	86	370K-400K
3.	Nazia Mir	67	60K-80K

PROCUREMENT/CONTRACT MANAGEMENT SPECIALIST			
S.No	Name of Candidate	Aggregate Marks	NegotiatedRemuneration
1	Zafar Iqbal	93	300K
2	Mohsen Islam Khan	89	42000 Per Day
3	AsadRasool	71	300K

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Based on the aggregate marks obtained by the candidates, the Committee, therefore, recommendsMr. Jibran Khalid Kidwai for the position of Safety, Health, Environment and Quality Specialist, Mr. Amir Hamza for the position of Social Development Specialist, Ms. Huma Ashar for the position of Gender Specialist and Mr. Malik Zafar Iqbal for the position of Procurement/Contract Management Specialist for implementation of Karachi Urban Mobility Project Yellow Line – BRTS.

DIRECTOR FINANCE
PPP Unit,
Finance Department
Government of Sindh
(Member)

CHIEF CONSULTANT
Transport & Mass
Department
Government of Sindh
(Member)

ADDITIONAL SECRETARY
(Services-II) SGA&CD
Government of Sindh
(Member)

PROJECT DIRECTOR
Project Management Team
BRTs Yellow Line
(Member / Secretary)

MANAGING DIRECTOR
Sindh Mass Transit Authority
Government of Sindh
(Chairman)

ATTENDANCE SHEET

COMMITTEE MEMBERS

HIRING OF "SPECIALISTS" FOR KARACHI URBAN MOBILITY PROJECT – YELLOW LINE BRTS IN SMTA

DATE: TUESDAY, DECEMBER 29, 2020 **TIME:**

SR. #	NAME	DESIGNATION	DEPARTMENT	CONTACT NO.	E-MAIL	SIGNATURE
1	IQTIDAR AHMED	M. D	SMTA	03332276110		[signature]
2	Imran Bhatti	PD YLC	SMTA.	0300 2200275	pd.ylc.kmp@gmail	[signature]
3.	ASHRAF ALi LAKHO	Chief Consultant	TMTD	0336254751		[signature]
4.	Umar Farooq	Addl: Secy. Services	SGA&CD			[signature]
5	M. Danish	Director	PPP Unit Finance Dept			[signature]

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ATTENDANCE SHEET
COMMITTEE MEMBERS

HIRING OF "SPECIALISTS" FOR KARACHI URBAN MOBILITY PROJECT – YELLOW LINE BRTS IN SMTA

DATE: Tuesday January 5, 2021 TIME:

SR. #	NAME	DESIGNATION	DEPARTMENT	CONTACT NO.	E-MAIL	SIGNATURE
01	Ausan Bhatti	PD YLC	SMTA.	0300 2200235		[signature]
02	ASHRAF ALI LAKHO	Chief Consultant	TMTD	03362547561		[signature]
03	Umar Farooq Bullo	Additional Secretary Services II	SGA&CD	0300-3055749		[signature]
04	IQTIDAR AHMED	M.D	SMTA	0333-2276110		[signature]
05						

59.

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

SUBJECT: MINUTES OF THE THIRD AND FOURTH MEETINGS FOR HIRING OF "SPECIALISTS" FOR KARACHI URBAN MOBILITY PROJECT – YELLOW LINE BRTS IN SMTA.

The third and fourth meetings of Selection Committee for recruitment of specialists on contractual basis for a period of one year for implementation of Karachi Urban Mobility Project Yellow Line – BRTS, Sindh Mass Transit Authority (SMTA) were held on December 29, 2020 at 2:00PM and on January 5, 2021 at 10:00 AM, respectively, in the office of Managing Director, SMTA.

Following officers attend the meetings:
1. Managing Director, Sindh Mass Transit Authority, Government of Sindh
2. Project Director, Project Management Team, BRTs Yellow Line.
3. Additional Secretary (Services-II), SCA&C Department, Government of Sindh
4. Chief Consultant, Transport & Mass Transit Department, Government of Sindh
5. Director Finance, PPP Unit, Finance Department, Government of Sindh

The Committee held interviews for the positions of Safety, Health, Environment and Quality Specialist, Social Development Specialist, Gender Specialist, and Procurement/Contract Management Specialist on aforementioned days. The Committee reviewed the following criteria mentioned in respective terms of references for the positions and in the advertisement dated November 6, 2020.

SAFETY, HEALTH, ENVIRONMENT AND QUALITY SPECIALIST:

QUALIFICATION:

i. Minimum Bachelor's degree In Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Preferable Master's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Foreign qualification will be considered an added advantage.

ii. Specialized Training - ISO 9001-2015, Quality Management Systems, IS0-14001, Occupational Health & Safety, IS0-22000, Quality Assurance, or any other skills considered relevant for the position.

iii. Active Affiliations -Membership of recognized Industry or Professional Organizations.

EXPERIENCE:

iv. At least 5 years of post-qualification relevant experience in Strategic Quality, Environment, Health and Safety, Planning/ Designing., Implementing, Training., Monitoring and Evaluating SHE&Q related activities. Relevant international work experience as well as skills in Environmental Impact Assessments and Environmental Management Plans is an advantage.

v. Experience of working infrastructure projects (consultancy works I Projects funded by donor agencies shall be preferred.

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

SOCIAL DEVELOPMENT SPECIALIST:

QUALIFICATION:

i. Master's degree or equivalent in Social sciences/ development studies or other related fields. University degree in Applied Social Sciences e.g. Anthropology, Sociology, Economics, Development or Human Geography or other related fields combined with specialized experience in similar organizations may be considered in lieu of a Masters degree.

EXPERIENCE:

ii. At least 10 years of experience in community engagement, planning, implementation and management of resettlement preparation of at least 5 resettlement plans for infrastructure projects. Experience in urban setting would be an advantage.
iii. Strong knowledge of relevant Federal, Provincial and local Laws, standard regulations and policies such as those pertaining to land acquisition and resettlement, labor management and protection, special protection legislation, mechanism and provisions pertaining to women and vulnerable and marginalized groups.
iv. Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.

GENDER SPECIALIST:

QUALIFICATION:

i. Master's Degree in Social Sciences, Gender and Development or Women's Studies, Management or related field.
ii. Specialized Training - Gender Awareness/Sensitization, Gender Based Violence, Community Engagement, Strategies Development or any other skills considered relevant for the position.
iii. Active Affiliations -Membership of Recognized Industry or Professional Organization.

EXPERIENCE:

iv. At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

PROCUREMENT/CONTRACT MANAGEMENT SPECIALIST:

QUALIFICATION:

i. A Bachelor's degree in (Civil/Electrical/Mechanical) Engineering or equivalent Master's degree in relevant discipline of Engineering or MBA/MSc/MA in Project/Procurement Management will be added advantage from HEC recognized university.

EXPERIENCE:

ii. At least 10 years of hands-on experience in procurement of goods, and consultancies. Experience on donor-funded projects shall be an important advantage. Strong experience of contract management, particularly consultancy services contracts

iii. Hands-on experience on the Standard Procurement Documents such as PEC (Pakistan Engineering Council) and FIDIC specification and documents with special grip on legal sides.

iv. Excellent written and oral communication skills in both English .and Urdu to develop and process complex technical documents, reports, papers and recommendations.

v. Excellent computer skills including MS Office (Word, Excel and PowerPoint), familiarity with WB Procurement Systems (STEP) or other similar Procurement Software is a plus.

Based on the above conditions the committee agreed for the following marking criteria:

S.No	Criteria	Marks
1.	Qualification (Master or above 100%)	30
2.	Relevant Experience (up to 5 years 100%)	40
3.	Communication Skills	15
4.	Inter Personal Skills	15
	TOTAL	**100**

As per the list of shortlisted candidates carried out in consultation with the World Bank, Seven (7) candidates for the post of Safety, Health, Environment and Quality Specialist, One (1) candidate for the post of Social Development Specialist, three (3) candidates for the post of Gender Specialistand four (4) candidates for the post of Procurement/Contract Management Specialist were called for interviews. Thirteen (13) candidates appeared before the Committee on ZOOM vide meeting ID NO. 833 3678 7182, One candidate, Zafar Iqbal, for the post of Procurement/Contract Management Specialist, appeared in person before the Committee and one candidate, Tariq Haque, for the post of Procurement/Contract Management Specialist, regretted the interview.

Committee assessed/interviewed the following fourteen candidates on the basis of interviews andmarking criteria as mentioned supra as well as negotiated expected remunerations.

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

SAFETY, HEALTH, ENVIRONMENT & QUALITY SPECIALIST			
S.No	**Name of Candidate**	**AggregateMarks**	**Negotiated Remuneration**
1.	Jibran Khalid Kidwai	96	280K
2.	Muhammad Ahmed	91	300K
3.	Syed Jalal Abbas Jafri	85	200K
4.	Ume Aiman	80	150K
5.	Raheel Ahmed	78	170K
6.	Zeeshan Khan Afridi	74	200K
7.	Adnan Saleem Khan	69	300K

SOCIAL DEVELOPMENT SPECIALIST			
S.No	**Name of Candidate**	**AggregateMarks**	**Negotiated Remuneration**
1	Amir Hamza	87	350K

GENDER SPECIALIST			
S.No	**Name of Candidate**	**Aggregate Marks**	**NegotiatedRemuneration**
1.	Huma Ashar	90	100K+
2.	UzmaBano	86	370K-400K
3.	Nazia Mir	67	60K-80K

PROCUREMENT/CONTRACT MANAGEMENT SPECIALIST			
S.No	**Name of Candidate**	**Aggregate Marks**	**NegotiatedRemuneration**
1	Zafar Iqbal	93	300K
2	Mohsen Islam Khan	89	42000 Per Day
3	AsadRasool	71	300K

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Based on the aggregate marks obtained by the candidates, the Committee, therefore, recommendsMr. Jibran Khalid Kidwai for the position of Safety, Health, Environment and Quality Specialist, Mr. Amir Hamza for the position of Social Development Specialist, Ms. Huma Ashar for the position of Gender Specialist and Mr. Malik Zafar Iqbal for the position of Procurement/Contract Management Specialist for implementation of Karachi Urban Mobility Project Yellow Line – BRTS.

DIRECTOR FINANCE
PPP Unit,
Finance Department
Government of Sindh
(Member)

CHIEF CONSULTANT
Transport & Mass
Department
Government of Sindh
(Member)

ADDITIONAL SECRETARY
(Services-II) SGA&CD
Government of Sindh
(Member)

PROJECT DIRECTOR
Project Management Team
BRTs Yellow Line
(Member / Secretary)

MANAGING DIRECTOR
Sindh Mass Transit Authority
Government of Sindh
(Chairman)

ATTENDANCE SHEET
COMMITTEE MEMBERS

HIRING OF "SPECIALISTS" FOR KARACHI URBAN MOBILITY PROJECT – YELLOW LINE BRTS IN SMTA

DATE: Tuesday January 5, 2021 TIME:

SR. #	NAME	DESIGNATION	DEPARTMENT	CONTACT NO.	E-MAIL	SIGNATURE
01	Imran Bhatti	PD YLC	SMTA.	0300 2200275		
02	Ashraf Ali Lakho	Chief Consultant	TMTD	0336254 7561		
03	Umar Farooq Bullo	Additional Secretary Services II	SGA&CD	0300-3055749		
04	IQTIDAR AHMED	M. D	SMTA	0333-2276110		
05						

ATTENDANCE SHEET

COMMITTEE MEMBERS

HIRING OF "SPECIALISTS" FOR KARACHI URBAN MOBILITY PROJECT – YELLOW LINE BRTS IN SMTA

DATE: TUESDAY, DECEMBER 29, 2020 **TIME:**

SR. #	NAME	DESIGNATION	DEPARTMENT	CONTACT NO.	E-MAIL	SIGNATURE
1	IQTIDAR AHMED	M.D	SMTA	03332276110		[signature]
2	Imran Bhatti	PD YLC	SMTA.	0300 2200275	pd.ylc.kmp@gmail	[signature]
3.	ASHRAF ALI LAKHO	Chief Consultant	TMTD	03362547581		[signature]
4.	Umar Farooq	Addl: Secy. services	SGA&CD			[signature]
5	M. Danish	Director	PPP Unit Finance Deptt			[signature]

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

SUBJECT: MINUTES OF THE SECOND MEETING FOR HIRING OF "SPECIALISTS" FOR KARACHI URBAN MOBILITY PROJECT – YELLOW LINE BRTS IN SMTA

The Second meeting of Selection Committee for recruitment of specialists on contractual basis for a period one year for implementation of Karachi Urban Mobility Project Yellow Line – BRTS, Sindh Mass Transit Authority (SMTA) was held on October 21, 2020 at 2:30 pm in the office of Managing Director, SMTA.

Following officers attend the meeting:

1. Managing Director, Sindh Mass Transit Authority, Government of Sindh
2. Project Director, Project Management Team, BRTs Yellow Line.
3. Additional Secretary (Services-II), SCA&C Department, Government of Sindh
4. Chief Consultant, Transport & Mass Transit Department, Government of Sindh
5. Director Finance, PPP Unit, Finance Department, Government of Sindh

The Committee held interviews for the position of Financial Management Specialists and Communication Specialists for the day. The Committee reviewed the following criteria mentioned in respective terms of references for the positions and the advertisement dated February 2, 2020.

Financial Management Specialist:

QUALIFICATION

i. A civil servant from Pakistan Audit and Accounts Service (PAAS), FPOE (Final passing Out Exam) qualified from the Department of Auditor General of Pakistan and serving in BPS-18-19. Holding of MBA (Finance) degree, Master's Degree in Accounting and Finance, or MS Finance, or a M. Com will be accorded due weightage or a Chartered Accountant from private sector

EXPERIENCE

ii. 8 years' relevant experience in financial management, audit or accounts, after acquiring stipulated qualifications.
iii. Good communication skill and have experience of working with Finance Department/Division, Auditor General of Pakistan Office, Office of Accountant General and Planning Department/Commission.
iv. Prior experience of working in donor funded and public sector projects will be accorded due weightage.

Communication Specialist:

QUALIFICATION

Services, General Administration
Government of Sindh

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

i. Master's degree in Communications, Journalism, Public Relations, Marketing, Business or related field from a recognized university.
ii. Foreign qualification will be considered an added advantage.
iii. Specialized Training – communication, journalism, mass media, public relations, IT, planning, strategies or any other skills considered relevant for the position.
iv. Active affiliations – membership of recognized Industry or Professional Organizations.

EXPERIENCE

v. At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable. Relevant International work experience will be considered an added advantage.

Based on the above conditions the committee agreed for the following marking criteria:

S.No	Criteria	Marks
1.	Qualification (Master or above 100%)	30
2.	Relevant Experience (up to 5 years 100%)	40
3.	Communication Skills	15
4.	Inter Personal Skills	15
	TOTAL	**100**

Fourteen candidates for the post of Financial Management Specialist and Communication Specialist (seven [7] each) were called for interviews, out of them Six (6) appeared in person for Financial Management Specialist and Five (5) appeared for Communication Specialist position. The Committee assessed the following candidates on the basis of interviews and marking criteria as mentioned supra.

Financial Management Specialist		
S.No	**Name of Candidate**	**Aggregate Marks**
1.	Kanza Aslam Memon	96
2.	Sanjay Kumar	85
3.	Jawaid Islam	74
4.	Aneel Kumar	67
5.	Adil Hussain	65
6.	Muhammad Yasir Qureshi	57
7.	Qurat-ul-Ain Asif	A

Communication Specialist		
S.No	**Name of Candidate**	**Aggregate Marks**
1.	Yawar Nabi	82
2.	Faiza Shafiq	80
3.	Riaz Karim Khan	76
4.	Syed Hasan Imam Jafferie	65
5.	Abdul Haq Yasir Qazi	27
6.	Bilal Zafar	A
7.	Hina Maryam	A

Additional Secretary (Services-II)
Services, General Administration
& Coordination Department
Government of Sindh

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Based on the aggregate marks obtained by the candidates, the Committee, therefore, recommends Ms. Kanza Aslam Memon for the position of Financial Management and Mr. Yawar Nabi for the position of Communication Specialist for implementation of Karachi Urban Mobility Project Yellow Line – BRTS.

* **DIRECTOR FINANCE,** PPP Unit, Finance Department, Government of Sindh (Member)	**CHIEF CONSULTANT** Transport & Mass Department Government of Sindh (Member)
ADDITIONAL SECRETARY (Services-II) SGA&CD, Government of Sindh (Member) Additional Secretary (Services-II) Services, General Administration & Coordination Department Government of Sindh	**PROJECT DIRECTOR,** Project Management Team, BRTs Yellow Line. (Member / Secretary)

MANAGING DIRECTOR
Sindh Mass Transit Authority
Government of Sindh

* Recommendation of committee for selection of Yawar Nabi as preffered candidate of 'Communication Specialist' is not justified as the other candidate Faiza Shafiq performed exceptionally well and it was agreed by the committee members to recommend her as the preferred candidate.

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GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

SUBJECT: MINUTES OF THE FIRST MEETING FOR HIRING OF "SPECIALISTS" FOR KARACHI URBAN MOBILITY PROJECT – YELLOW LINE BRTS IN SMTA

First meeting of Selection Committee for recruitment of specialists on contractual basis for a period one year for implementation of Karachi Urban Mobility Project Yellow Line – BRTS, Sindh Mass Transit Authority (SMTA) was held on October 19, 2020 at 3pm in the office of Managing Director, SMTA.

Following officers attend the meeting:

1. Managing Director, Sindh Mass Transit Authority, Government of Sindh
2. Project Director, Project Management Team, BRTs Yellow Line.
3. Additional Secretary (Services-II), SCA&C Department, Government of Sindh
4. Chief Consultant, Transport & Mass Transit Department, Government of Sindh
5. Director Finance, PPP Unit, Finance Department, Government of Sindh (Online)

After introduction the Committee decided to hold interviews for the position of Procurement/Contract Management Specialists for the day. The Committee reviewed the following criteria mentioned in TORs for the position and the advertisement dated February 2, 2020.

Procurement/Contract Management Specialist:

QUALIFICATION

i. Bachelor's degree in Engineering preferably in Civil Engineering. Post graduate diploma or MSc degree in a relevant discipline will be an added advantage;

EXPERIENCE

ii. At least fifteen (15) years' practical experience in Procurement and Contract Administration after acquiring the stipulated qualification.

Based on the above conditions the committee agreed for the following marking criteria:

S.No	Criteria	Marks
1.	Qualification (Master or above 100%)	30
2.	Relevant Experience (up to 5 years 100%)	40
3.	Communication Skills	15
4.	Inter Personal Skills	15
	TOTAL	**100**

The Selection Committee, later on held interviews for the position of Procurement / Contract Management Specialist (PCMS), online. Candidates were informed through their

Additional Secretary (Services-II)
Services, General Administration
& Coordination Department
Government of Sindh

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

email and advised to appear on skype at pd.kmp.ylc@gmail.com. Following candidates appeared online and were interviewed by the Selection Committee:

1. Abdul Hakeem s/o Muhammad Usman
2. Muhammad Farooq Memon s/o Muhammad Bachal Memon
3. Asghar Kaleem s/o Shah Hasan Hammad
4. Shoaib Jalil Khan s/o Abdul Jalil Khan
5. Syed Khurram Sheharyar s/o Muhammad Bachal Memon

After detailed interviewed the committee agreed on the following conclusion

S.No	Name of Candidate	Aggregate Marks
1.	Abdul Hakeem	81
2.	Syed Khurram Sheharyar	59
3.	Shoaib Jalil Khan	48
4.	Muhammad Farooq Memon	39
5.	Asghar Kaleem	32

Based on the aggregate marks obtained by the candidates, the Committee, therefore, recommends Mr. Abdul Hakeem for the position of Procurement/Contract Management Specialist for implementation of Karachi Urban Mobility Project Yellow Line – BRTS.

*

DIRECTOR FINANCE,
PPP Unit, Finance Department,
Government of Sindh
(Member)

CHIEF CONSULTANT
Transport & Mass Department
Government of Sindh
(Member)

ADDITIONAL SECRETARY
(Services-II) SGA&CD,
Government of Sindh
(Member)

Services-II (General) Administration
& Coordination Department
Government of Sindh

PROJECT DIRECTOR,
Project Management Team,
BRTs Yellow Line.
(Member / Secretary)

MANAGING DIRECTOR
Sindh Mass Transit Authority
Government of Sindh

* Though Abdul Hakeem was better candidate than others, he lacks experience in procurement/contract management. The Department (i.e SMTA) may take appropriate decision including consideration for re-advertisement.

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No. SMTA/AG-SINDH(CAAVI)/2021/L-244
GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT
Karachi Dated: 25th June, 2021
SAY NO TO CORRUPTION

To,

The Accounts Officer (CAA-VI),
Office of the Accountant General Sindh,
Karachi.

SUBJECT: **FO1 FORM FOR THE PROJECT STAFF OF BRT YELLOW LINE PROJECT**

Ref: *Letter No.* CAA-VI/FO1/SMTA/254 *23rd* June 2021

With reference to your letter mentioned above and the Minutes of Meeting of Recruitment Committee (**Annexure-A**). The names of selected / recommended candidates were shared with the World Bank on 26-01-2021 (**Annexure-B**) on the same date. The Task Team Leader, World Bank, Mr. Said Dahdah responded via email that they bank will respond later. The Task Team Leader, World Bank in an email dated 03-02-2021 stated that they will provide response once they complete their internal deliberation over the candidate [illegible] Kidwani.

On 5th February, 2021 the Task Team Leader [illegible] informed [illegible] that the Bank intends to talk 2nd & 3rd Candidates (Annexure-C) for the position of SHE&Q Specialist. Accordingly, interviews were held on 12-02-2021.

On 17th February, 2021 the Bank responded via email that it has No Objection on appointment of Mr. Jalal Abbas Jafri, (3rd Candidate) for the position of SHE&Q Specialist (**Annexure-D**). Pursuant the No Objection received from the World Bank a Note moved to Secretary, TMTD for approval of Mr. Jalal Jafri as SHE&Q Specialist which the worthy Secretary, TMTD pleased to approve on 23-02-2021 (**Annexure-E**).

In light of above paragraphs the case of Mr. Jalal Abbas Jafri may proceed for issuance of FO-1 form for issuance of personnel number and further release of salaries.

Your cooperation in this regard will be appreciated.

(DIRECTOR)
ADMINISTRATION & HR

A copy is forwarded for information to:-

1. Project Director, BRT Yellow Line, GoS, Karachi.
2. PS to the Managing Director, SMTA, Karachi.
3. Master File.

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No. SMTA/YLC /2021/6-97
GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: 2nd March 2021

To,

The Accounts Officer,
CAA-VI Section,
Accountant General Sindh,
Karachi.

SUBJECT: FO1 FORMS FOR THE PROJECT STAFF OF BRT YELLOW LINE PROJECT FROM COST CENTER KQ-2307 SINDH MASS TRANSIT AUTHORITY

Reference: Your office letter No. CAA-VI/SMTA/2020-21/151

I am directed to refer to the subject noted above and to enclose herewith copies of required documents i.e. a Minutes of Consultant Selection Committee (CSC) in respect of Mr. Javaid Islam Bhatti, Financial Specialist and Mr. Yawar Nabi, Communication Specialist for Karachi Mobility Project (Yellow Line BRTS), in order to expedite their salary process.

Enclosures:

1. Note for Secretary (**Annexure – A**)
2. Note for Secretary (**Annexure – B**)
3. World Bank Approval (**Annexure - C**)
4. Summary for Chief Minister (**Annexure – D**)
5. Salary Approval (**Annexure – E**)

DIRECTOR
(ADMINISTRATION & HR)

Syed Yazim Ali Sha
Director (Administration & HR) / C
Sindh Mass Tranist Authority (SM
Transport & Mass Transit Departn
Government of Sindh

A copy is forwarded for information to:-

1. Project Director, Karachi Mobility Project (KMP), GoS, Karachi.
2. Director Finance, SMTA, Karachi
3. PS to the Managing Director, SMTA.
4. Master File.

K# YLINW 20210303
Date 02-03-2021

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GOVERNMENT OF SINDH
Karachi Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

No. AD/Dev/YLC/SMTA/2021/L/91

Karachi Dated: March 1st, 2021

To.

The Director Admin/HR.
Sindh Mass Transit Authority.
Transport and Mass Transit Department.
Government of Sindh.
Karachi.

SUBJECT: SALARY PROCESS OF INDIVIDUAL CONSULTANTS/SPECIALISTS FOR KARACHI MOBILITY PROJECT (YELLOW LINE BRTS).

I am directed to refer to the subject cited above and to enclose herewith a copy of the Minutes of the Consultant Selection Committee (CSC) in respect of Mr. Javaid Islam Bhatti. Financial Management Specialist and Mr. Yawar Nabi. Communication Specialist for Karachi Mobility Project (Yellow Line BRTS). in order to expedite their salary process.

Enclosures:

1. Note for Secretary. **(Annexure-A)**
2. Note for Secretary. **(Annexure-B)**
3. World Bank Approval. **(Annexure-C)**
4. Summary for Chief Minister. **(Annexure- D)**
5. Salary Approval. **(Annexure-E)**

01/03/2021

(GHULAM MURTAZA) PMS
ASSISTANT DIRECTOR
(Business Development)
Sindh Mass Transit Authority
Karachi Mobility Project

DC
1/3/2021

An Office Copy is kept for information.

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No. SMTA/YLC /2021/6-97
GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: 2nd March 2021

To,

The Accounts Officer,
CAA-VI Section,
Accountant General Sindh,
Karachi.

SUBJECT: **FO1 FORMS FOR THE PROJECT STAFF OF BRT YELLOW LINE PROJECT FROM COST CENTER KQ-2307 SINDH MASS TRANSIT AUTHORITY**

Reference: *Your office letter No. CAA-VI/SMTA/2020-21/151*

I am directed to refer to the subject noted above and to enclose herewith copies of required documents i.e. a Minutes of Consultant Selection Committee (CSC) in respect of Mr. Javaid Islam Bhatti, Financial Specialist and Mr. Yawar Nabi, Communication Specialist for Karachi Mobility Project (Yellow Line BRTS), in order to expedite their salary process.

Enclosures:

1. Note for Secretary (**Annexure – A**)
2. Note for Secretary (**Annexure – B**)
3. World Bank Approval (**Annexure - C**)
4. Summary for Chief Minister (**Annexure – D**)
5. Salary Approval (**Annexure – E**)

DIRECTOR
(ADMINISTRATION & HR)

Syed Yazim Ali Sha
Director (Administration & HR) / C
Sindh Mass Tranist Authority (SM
Transport & Mass Transit Departn.
Government of Sindh

A copy is forwarded for information to:-

1. Project Director, Karachi Mobility Project (KMP), GoS, Karachi.
2. Director Finance, SMTA, Karachi
3. PS to the Managing Director, SMTA.
4. Master File.

R# YLINW 20210303
Date 02-03-2021

GOVERNMENT OF SINDH
Karachi Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT
DEPARTMENT

Karachi Dated: March 1st, 2021

No. AD/Dev/YLC/SMTA/2021/L/91

To.

The Director Admin/HR.
Sindh Mass Transit Authority.
Transport and Mass Transit Department.
Government of Sindh.
Karachi.

SUBJECT: **SALARY PROCESS OF INDIVIDUAL CONSULTANTS/SPECIALISTS FOR KARACHI MOBILITY PROJECT (YELLOW LINE BRTS).**

I am directed to refer to the subject cited above and to enclose herewith a copy of the Minutes of the Consultant Selection Committee (CSC) in respect of Mr. Javaid Islam Bhatti. Financial Management Specialist and Mr. Yawar Nabi. Communication Specialist for Karachi Mobility Project (Yellow Line BRTS). in order to expedite their salary process.

Enclosures:

1. Note for Secretary. **(Annexure-A)**
2. Note for Secretary. **(Annexure-B)**
3. World Bank Approval. **(Annexure-C)**
4. Summary for Chief Minister. **(Annexure- D)**
5. Salary Approval. **(Annexure-E)**

01/03/2021

(GHULAM MURTAZA) PMS
ASSISTANT DIRECTOR
(Business Development)
Sindh Mass Transit Authority
Karachi Mobility Project

An Office Copy is kept for information.

NS. No. 119

GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY

NOTE SHEET

SUBJECT: PROCESS SALARY OF INDIVIDUAL SPECIALISTS OF URBAN MOBILITY PROJECT

PUC is letter No. CAA-VI/SMTA/2020-21/151 dated 23rd February 2021 received from Accounts Officer CAA-VI Section, Accountant General Sindh Karachi on the subject FO1 Forms for the Project Staff of BRT Yellow Line Project From Cost Center KQ-2307 Sindh Mass Transit Authority.

2. In this regard, it requested in the aforementioned letter that the Minutes of Departmental Recruitment Committee (DRC) in respect of Mr. Javed Islam Bhatti (Financial Management Specialist), BRT Yellow Line and Mr. Yawar Nabi (Communication Specialist), BRT Yellow Line duly signed by the Chairman and its member may please be provided to further proceed the matter by the said department i.e. Accountant General Sindh,

3. Submitted for further orders.

24/2/2021.
ADMINISTRATIVE
& HR OFFICER

DIRECTOR (ADMINISTRATION & HR)

Submitted for further necessary action pls.

24/II/2021

5. **PROJECT DIRECTOR, BRT YELLOW LINE**

Please examine & put up.

24/02/2021

AN

7. **Project Director - Yellow line -**

Please intimate Director Adm/HR SMTA for onward transmission and further process.

[signature]
01/03/2021.

8. **AD (BD)**

In pursuant to para 7 and above, the required details are on the file for further process and onward transmission of the said case, please.

[signature]
01/03/2021

9. **Director (Administration & HR) :**

Ph No: 021-9924
Fax No: 021-9924

ACCOUNTANT GENERAL SINDH KARACHI
Pakistan Audit & Accounts Complex, Main University Road
Gulshan-e-Iqbal Block.11, Karachi

No. CAA-VI/SMTA/2020-21/151

Dated: 23 February 2021

To,

The Director (Administration & HR),
Sindh Mass Transit Authority (SMTA),
Transport & Mass Transit Department,
Government of Sindh,
Karachi.

Subject: **FO1 FORMS FOR THE PROJECT STAFF OF BRT YELLOW LINE PROJECT FROM COST CENTER KQ-2307 SINDH MASS TRANSIT AUTHORITY.**

Reference: - Your office letter No. SMTA/FO1/44 dated 02.02.2021.

Reference to above mentioned subject, it is intimated that Minutes of Departmental Recruitment Committee (DRC) in respect of Mr. Javed Islam Bhatti, Financial Management Specialist and Mr. Yawar Nabi, Communication Specialist duly signed by the Chairman and its members may please be provided, enabling this office to proceed further in the matter.

23/2/2021

(ACCOUNTS OFFICER)
CAA-VI SECTION

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: November 05, 2020

No. PD/YLC/SMTA/2070/2020

NOTE FOR THE SECRETARY TRANSPORT & MASS TRANSIT DEPARTMENT, SINDH

SUB: ***HIRING OF INDIVIDUAL CONSULTANTS/SPECIALISTS FOR KARACHI URBAN MOBILITY PROJECT, YELLOW LINE BRTS.***

Pursuant to approval accorded by your good office as at paragraph 10 on Yellow Line BRTS, SMTA's Note of even No. dated 27-10-2020 **(Annexure-A)**, A detailed information regarding the selection process and hiring of candidates for the roles of Financial Management Specialist (FMS), Procurement/ Contract Management Specialist (PCMS) and Communication Specialist (CS) was communicated to the Task Team Leader (TTL) of World Bank vide email dated 20-11-2020, beside email communication the World Bank team was also engaged to have final words with the selected candidates. Based on the conversation with the selected candidates the bank suggested to re-advertise the PCMS position in addition the bank also recommended Mr. Javaid Islam (candidate no. 3 in order of merit) for the position of FMS instead of Miss Kanza Aslam Memon. The reason to decline her selection was the Bank's Policy to not hire any employee who is already working on similar nature of assignment with the bank, so other projects do not suffer due to employee leaving the project / assignment. Accordingly, Miss Kanza Aslam is working as Internal Auditor with additional charge of FMS in Karachi Neighborhood Improvement Project (KNIP) and Mr. Sanjay Kumar (No. 2 in order of merit) is working as FMS in federal EPI Cell, Ministry of National Health Sciences, Government of Pakistan, that's why their candidature was not considered by the Bank and recommended to re-advertise the position **(Annexure-B)**.

2. Furthermore, in accordance with the World Bank's virtual supervision mission letter dated 07.10.2020 **(Annexure-C)** and the agreed action plan, the following positions are required to be advertised.

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i. Safety, Health Environmental & Quality Specialist.
ii. Gender Specialist.
iii. Social Development Specialist.

3. Terms of Reference (TOR) of these positions have been agreed with the bank as well as advertisement has been drafted **(Annexure-D)**.

4. It is further informed that a selection committee is already notified by the SGA&CD vide notification of even No. dated 24-09-2020 **(Annexure-E)**.

5. In this regard it is requested to approve Procurement/Contract Management Specialist position as recommended by the Bank along with positions mentioned in paragraph 2/n above as well as draft advertisement to be sent to Information Department, Government of Sindh, for publishing in the well circulated newspapers.

5/11/2020.

(IMRAN BHATTI)
PROJECT DIRECTOR
YELLOW LINE BRTS

6. **MANAGING DIRECTOR, SMTA**

05/11/2020

7. **SECRETARY, TRANSPORT & MASS TRANSIT DEPARTMENT.**

OK
5/11

MD/PD.

2070
05-11-2020

553A

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMEN

No. PD/YL/CSMTA/283/2020

Karachi Dated: October 27, 2020

NOTE FOR THE SECRETARY
TRANSPORT & MASS TRANSIT DEPARTMENT, SINDH

SUB: ***HIRING OF INDIVIDUAL CONSULTANTS/SPECIALISTS FOR KARACHI URBAN MOBILITY PROJECT, YELLOW LINE BRTS.***

Pursuant to the approval accorded by the Honorable Chief Minister, Sindh, as at paragraph 12 on Transport & Mass Transit Department's Summary of even number dated 24th January, 2020, on the above mentioned subject (**Annex-A**) advertisement for the positions i.e. Communication Specialist (CS), Environment Specialist (ES), Gender Specialist (GS), Social Development Specialist (SDS), Procurement Contract Management Specialist (PCMS) and Financial Management Specialist (FMS) was published in leading daily newspapers in the month of February, 2020. However, with consultation of the Bank it was agreed that initially three positions Communication Specialist, Procurement/Contract Management Specialist and Financial Management Specialist will be hired and remaining positions will be re-advertised in the month of November, 2020. Accordingly, the CVs of candidates for the CS, PCMS and FMS were shared with the Bank for shortlisting purposes. The Bank shortlisted the candidates on the basis of experience and qualification and informed the Authority accordingly. Following is the number of CVs received and shortlisted by the department and Bank respectively.

S.NO	POSITION	NO. OF CVS RECEIVED	NO. OF CANDIDATES SHORTLISTED.
1	Communication Specialist	33	07
2	Procurement Contract Management Specialist	28	05
3	Financial Management Specialist	32	07
	Total	93	19

2. All the 19 candidates (shortlisted by the Bank) were called to appear for the interview, which took place on 19th and 21st October, 2020 before the Committee, as notified vide Notification No. SO(I)SGA&CD) 6-53/2020 dated 24.09.2020, (Annex-B), in pursuance of Honorable Chief Minister's approval as mentioned supra. The Committee comprised:

1.	Managing Director, Sindh Mass Transit Authority, (SMTA) Government of Sindh	Chairman
2.	Project Director, Project Management Team, BRTs Yellow Line	Member/ Secretary
3.	Representative of Finance Department, Government of Sindh (not below BS-19 Officer)	Member
4.	Representative of SGA&C Department, Government of Sindh (not below BS-19 Officer)	Member
5.	Chief Consultant, Transport & Mass Department	Member

Terms of Reference:
The Committee shall recommend for the selection of potential candidates of Karachi Urban Mobility Project Yellow Line BRTs, Sindh Mass Transit Authority, and Transport & Mass Transit Department

3. The Committee interviewed the candidates based on their curriculum vitae as well as the qualification & skill-set they possessed. After completion of interviews and tabulation of marks awarded keeping in view the criteria laid down by the department in agreement with the Bank a total of three (3) candidates have been finalized for selection as specialists in the project.

4. Accordingly, approval is sought for appointing the below-mentioned selected candidates in order of merit as project specialists, and issuing their appointment letters:

	Procurement/Contract Management Specialist		
S. No	Name of Candidate	Aggregate Marks	Remarks
1.	Abdul Hakeem	81	Recommended
2.	Syed Khurram Sheharyar	59	-
3.	Shoaib Jalil Khan	48	-
4.	Muhammad Farooq Memon	39	-
5.	Asghar Kaleem	32	-

Financial Management Specialist			
S.No	Name of Candidate	Aggregate Marks	Remarks
1.	Kanza Aslam Memon	96	Recommended
2.	Sanjay Kumar	85	-
3.	Jawaid Islam	74	-
4.	Aneel Kumar	67	-
5.	Adil Hussain	65	-
6.	Muhammad Yasir Qureshi	57	-
7.	Qurat-ul-Ain Asif	A	

Communication Specialist			
S.No	Name of Candidate	Aggregate Marks	Remarks
1.	Yawar Nabi	82	Recommended
2.	Faiza Shafiq	80	-
3.	Riaz Karim Khan	76	-
4.	Syed Hasan Imam Jafferie	65	-
5.	Abdul Haq Yasir Qazi	27	-
6.	Bilal Zafar	A	-
7.	Hina Maryam	A	-

5. Based on the aggregate marks obtained by the candidates, the Committee, therefore, recommended Mr. Abdul Hakeem for the position of Procurement/Contract Management Specialist, Ms. Kanza Aslam Memon for the position of Financial Management and Mr. Yawar Nabi for the position of Communication Specialist for implementation of Karachi Urban Mobility Project Yellow Line – BRTS.

6. It is stated that in case selected candidate do not join KUMP Yellow Line BRTS or is unable to meet the joining criteria (degree verification, credentials etc), the candidate next in order of merit subject to fulfilling the requisite criteria of position will be issued the appointment letters.

7. It is further stated that the above mentioned positions are contractual in nature for a period of 12 months of which first three (3) months will be treated as probationary period and will be continued subject to performance. These specialists will be hired on market based salary and their financial implication will catered from SMTA's existing budgetary allocation of Rs.200.00 million as approved by the Honorable Chief Minister, Sindh vide summary referred to in para-1 above.

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8. The Secretary Transport & Mass Transit Department, Sindh may kindly approve the proposal at paras- 5 to 7/above.

(IMRAN BHATTI)
PROJECT DIRECTOR,
YELLOW LINE BRTS

9. MANAGING DIRECTOR, SMTA

28/10/2020

10. SECRETARY, TRANSPORT & MASS TRANSIT DEPARTMENT.

Approved.

28x2020.

11 MD SMTA/PD.

2053
28/10/2020

545B

From: Said Dahdah <sdahdah@worldbank.org>
Sent: Tuesday, November 3, 2020 14:51
To: Project Director; Hasan Afzal Zaidi
Subject: RE: Selection of Project Specialists for FMS, PCMS and CS.

Dear Imran Sb,

Thank you for the comprehensive update on the selection process of the PMT specialists.

1. Communications Specialist:
   Based on the information you have provided , and our meeting with the candidate, we have No Objection on the selection of **Mr. Yawar Nabi** for this position. We recommend you do a reference check in him , we also recommend that you offer him a salary that will ensure it will attract , motivate and retain him for longest period, of course subject to his 3 month probation period

2. Procurement and Contract Management Specialist:
   Based on the information provided , and our meeting with the recommended candidate, we recommend that you re-advertise this position while ensuring widest dissemination of the job posting beyond newspapers add. Please share with us the job position so we can also circulate among our network in Pakistan.

3. Financial Management Specialist:
   Based on the information provided , and based on our policy not to hire existing PIUs staff (e.g. from other World Bank funded projects), we recommend that you move to the 3rd ranked candidate , **Mr. Jawaid Islam.** Before making him an offer, we would like to have a joint call with him. Please arrange

I would also to mention that the SMTA budget for the PMT staff should be reflected as counterpart funding for the project under Sub-component 3.1 (Project Management). Please keep that in mind when you do the IFRs. We can have a discussion with Qurat on this.

Please let me know if you have any other question and I look forward to the completion of the selection process as soon possible.

Best regards

Said

From: Project Director <pd.kmp.ylc@gmail.com>
Sent: Monday, November 02, 2020 2:11 PM
To: Said Dahdah <sdahdah@worldbank.org>; Hasan Afzal Zaidi <hzaidi@worldbank.org>
Subject: Selection of Project Specialists for FMS, PCMS and CS.

[External]
Dear Mr. Said

Pursuant to the approval accorded by the Honorable Chief Minister, Sindh, as at paragraph 12 on Transport & Mass Transit Department's Summary of even number dated 24th January, 2020, on the above

mentioned subject advertisement for the positions i.e. Communication Specialist (CS), Environment Specialist (ES), Gender Specialist (GS), Social Development Specialist (SDS), Procurement/Contract Management Specialist (PCMS) and Financial Management Specialist (FMS) was published in leading daily newspapers in the month of February, 2020. However, with consultation of the Bank it was agreed that initially three positions Communication Specialist, Procurement/Contract Management Specialist and Financial Management Specialist will be hired and remaining positions will be re-advertised in the month of November, 2020. Accordingly, the CVs of candidates for the CS, PCMS and FMS were shared with the Bank for shortlisting purposes. The Bank shortlisted the candidates on the basis of experience and qualification and informed the Authority accordingly. Following is the number of CVs received and shortlisted by the department and Bank respectively.

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3	Financial Management Specialist	32	07
	Total	93	19

All the 19 candidates (shortlisted by the Bank) were called to appear for the interview, which took place on 19th and 21st October, 2020 before the Committee, as notified vide Notification No. SOII(SGA&CD) 6-53/2020 dated 24.09.2020, in pursuance of Honorable Chief Minister's approval as mentioned supra. The Committee comprised:

1.	Managing Director, Sindh Mass Transit Authority, (SMTA) Government of Sindh	Chairman
2.	Project Director, Project Management Team, BRTs Yellow Line.	Member/ Secretary
3.	Representative of Finance Department, Government of Sindh (not below BS-19 Officer)	Member
4.	Representative of SGA&C Department, Government of Sindh (not below BS-19 Officer)	Member
5.	Chief Consultant, Transport & Mass Department	Member

Terms of Reference:
The Committee shall recommend for the selection of potential candidates of Karachi Urban Mobility Project Yellow Line BRTs, Sindh Mass Transit Authority, and Transport & Mass Transit Department.

3. The Committee interviewed the candidates based on their curriculum vitae as well as the qualification & skill-set they possessed. After completion of interviews and tabulation of marks awarded keeping in view the criteria laid down by the department in agreement with the Bank a total of three (3) candidates have been finalized for selection as specialists in the project.

541

4. Accordingly, the below-mentioned candidates were selected in order of merit as project specialists.

Procurement/Contract Management Specialist			
S.No	Name of Candidate	Aggregate Marks	Remarks
1.	Abdul Hakeem	81	Recommended
2.	Syed Khurram Sheharyar	59	-
3.	Shoaib Jalil Khan	48	-
4.	Muhammad Farooq Memon	39	-
5.	Asghar Kaleem	32	-

Financial Management Specialist			
S.No	Name of Candidate	Aggregate Marks	Remarks
1.	Kanza Aslam Memon	96	Recommended
2.	Sanjay Kumar	85	-
3.	Jawaid Islam	74	-
4.	Aneel Kumar	67	-
5.	Adil Hussain	65	-
6.	Muhammad Yasir Qureshi	57	-
7.	Qurat-ul-Ain Asif	A	-

Communication Specialist			
S.No	Name of Candidate	Aggregate Marks	Remarks
1.	Yawar Nabi	82	Recommended
2.	Faiza Shafiq	80	-
3.	Riaz Karim Khan	76	-
4.	Syed Hasan Imam Jafferie	65	-
5.	Abdul Haq Yasir Qazi	27	-
6.	Bilal Zafar	A	-
7.	Hina Maryam	A	-

5. Based on the aggregate marks obtained by the candidates, the Committee, therefore, recommended Mr. Abdul Hakeem for the position of Procurement/Contract Management Specialist, Ms. Kanza Aslam Memon for the position of Financial Management and Mr. Yawar Nabi for the position of Communication Specialist for implementation of Karachi Urban Mobility Project Yellow Line – BRTS.

6. It is stated that in case selected candidate do not join KUMP Yellow Line BRTS or is unable to meet the joining criteria (degree verification, credentials etc), the candidate next in order of merit subject to fulfilling the requisite criteria of position will be issued the appointment letters.

539

7. It is further stated that the above mentioned positions are contractual in nature for a period of 12 months of which first three (3) months will be treated as probationary period and will be continued subject to performance. These specialists will be hired on market based salary and their financial implication will be catered from SMTA's existing budgetary allocation as approved by the Honorable Chief Minister, Sindh vide summary referred to in para-1 above.

This is for your information and comments.

--

Imran Bhatti
Project Director (Yellow Line BRTS)
Karachi Urban Mobility Project
Sindh Mass Transit Authority
Govt. of Sindh
923002200275

GOVERNMENT OF SINDH,
TRANSPORT & MASS TRANSIT
DEPARTMENT

Summary No. 61, dated 24-01-20

SUMMARY FOR CHIEF MINISTER, SINDH

SUBJECT: ***HIRING OF INDIVIDUAL CONSULTANTS FOR URBAN MOBILITY PROJECT (YELLOW LINE BRTS).***

The World Bank team carried out the Appraisal mission during the period April 20th to May 3rd 2019. It was proposed by the World Bank mission that the current strength of SMTA human resource is not meeting the demand of increasing work load undertaken by the Sindh Mass Transit Authority. With the current meager technical resources, the SMTA has taken various initiatives for development of BRTS projects that include Orange, Yellow, Red Line, VICS, Construction of Bus terminals, Inter and intercity and mega KCR project.

2. In view of the above, circumstance as stated above, it is proposed by the World Bank team that the services of below mentioned Individual Consultants/ Specialist that include professional staff may be hired on contractual basis for period of one (01) year (on market base salary) initially on performance basis to smoothly run the affairs of the project. The letter from World Bank is at **(Annexure-I)**.

S.#.	Description of Professional
1.	Environmental Specialist
2.	Communication Specialist
3.	Gender Specialist
4.	Social Specialist
5.	Procurement / Contract Management Specialist
6.	Financial Management Specialist

3. The Terms of Reference (ToRs) and key responsibilities of these specialists are shared and discussed with the World Bank team **(Annexure-II)**. The requirements of these specialist positions are mentioned in the Project Appraisal Document (Para 37) (Annexure-III). The World Bank has emphasized on the urgency of hiring these positions.

Cont'ed on Page-2

GOVERNMENT OF SINDH
FINANCE DEPARTMENT

SUBJECT: **HIRING OF INDIVIDUAL CONSULTANT FOR URBAN MOBILITY PROJECT (YELLOW LINE BRTS)**

7. Transport & Mass Transit Department has proposed the hiring of individual consultants/ specialists for six positions on contractual basis for the implementation of urban mobility project (Yellow Line BRTS)

8. However, Transport & Mass Transit Department has not clearly reflected whether these consultants/ specialists will be staffed in Sindh Mass Transit Authority's core operational team or will be hired temporarily for implementation of Yellow Line BRTS only.

9. Finance Department is of view that as per Para-4 of Summary, Sindh Mass Transit Authority may be allowed to hire the services of Individual Consultants/ Specialist from its own recourses/ within existing budgetary allocation of Rs.200.00 million, after fulfilling all requisite codal formalities.

10. Honourable Chief Minister, Sindh may like to approve para-9 above.

18/3

(SYED HASSAN NAQVI)
SECRETARY FINANCE

11 CHIEF SECRETARY SINDH 27/4/20

12 CHIEF MINISTER SINDH

Para 9 is approved.

28/4/2020

CS

29/4/20

Secy Transport,
Please ask MD to hire the services of consultants

30/4/2020

(BSE X) 2090 29-4-20 28/3 Out 14/3/20

1782 27/4/2020 PS TO CS D/NO. 1782 DATED 19/3/2020

SUMMARY SECTION
C.M.S/OUTWARD NO. 1013
DATE 29.04.2020

RECEIVED IN CS HOUSE
1411
DATED 29/04/2020

533

No. SMTA/YLC /2021/L-97
GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: 2nd March 2021

To,

The Accounts Officer,
CAA-VI Section,
Accountant General Sindh,
Karachi.

SUBJECT: FO1 FORMS FOR THE PROJECT STAFF OF BRT YELLOW LINE PROJECT FROM COST CENTER KQ-2307 SINDH MASS TRANSIT AUTHORITY

Reference: Your office letter No. CAA-VI/SMTA/2020-21/151

I am directed to refer to the subject noted above and to enclose herewith copies of required documents i.e. a Minutes of Consultant Selection Committee (CSC) in respect of Mr. Javaid Islam Bhatti, Financial Specialist and Mr. Yawar Nabi, Communication Specialist for Karachi Mobility Project (Yellow Line BRTS), in order to expedite their salary process.

Enclosures:

1. Note for Secretary (**Annexure – A**)
2. Note for Secretary (**Annexure – B**)
3. World Bank Approval (**Annexure - C**)
4. Summary for Chief Minister (**Annexure – D**)
5. Salary Approval (**Annexure – E**)

DIRECTOR
(ADMINISTRATION & HR)

Syed Yazim Ali Sha
Director (Administration & HR) / C
Sindh Mass Tranist Authority (SM
Transport & Mass Transit Departn.
Government of Sindh

A copy is forwarded for information to:-

1. Project Director, Karachi Mobility Project (KMP), GoS, Karachi.
2. Director Finance, SMTA, Karachi
3. PS to the Managing Director, SMTA.
4. Master File.

R# YLINW 20210303
Date 03.03.2021

531

GOVERNMENT OF SINDH
Karachi Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: March 1st, 2021

No. AD/Dev/YLC/SMTA 2021/L/91

To.

The Director Admin/HR.
Sindh Mass Transit Authority.
Transport and Mass Transit Department.
Government of Sindh.
Karachi.

SUBJECT: **SALARY PROCESS OF INDIVIDUAL CONSULTANTS/SPECIALISTS FOR KARACHI MOBILITY PROJECT (YELLOW LINE BRTS).**

I am directed to refer to the subject cited above and to enclose herewith a copy of the Minutes of the Consultant Selection Committee (CSC) in respect of Mr. Javaid Islam Bhatti. Financial Management Specialist and Mr. Yawar Nabi. Communication Specialist for Karachi Mobility Project (Yellow Line BRTS). in order to expedite their salary process.

Enclosures:

1. Note for Secretary. **(Annexure-A)**
2. Note for Secretary. **(Annexure-B)**
3. World Bank Approval. **(Annexure-C)**
4. Summary for Chief Minister. **(Annexure- D)**
5. Salary Approval. **(Annexure-E)**

01/03/2021

(GHULAM MURTAZA) PMS
ASSISTANT DIRECTOR
(Business Development)
Sindh Mass Transit Authority
Karachi Mobility Project

1/3/2021

An Office Copy is kept for information.

NS. No. 119

GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY

NOTE SHEET

SUBJECT: PROCESS SALARY OF INDIVIDUAL SPECIALISTS OF URBAN MOBILITY PROJECT

PUC is letter No. CAA-VI/SMTA/2020-21/151 dated 23rd February 2021 received from Accounts Officer CAA-VI Section, Accountant General Sindh Karachi on the subject FO1 Forms for the Project Staff of BRT Yellow Line Project From Cost Center KQ-2307 Sindh Mass Transit Authority.

2. In this regard, it requested in the aforementioned letter that the Minutes of Departmental Recruitment Committee (DRC) in respect of Mr. Javed Islam Bhatti (Financial Management Specialist), BRT Yellow Line and Mr. Yawar Nabi (Communication Specialist), BRT Yellow Line duly signed by the Chairman and its member may please be provided to further proceed the matter by the said department i.e. Accountant General Sindh,

3. Submitted for further orders.

24/2/2021.
ADMINISTRATIVE
& HR OFFICER

4. **DIRECTOR (ADMINISTRATION & HR)**

Submitted for further necessary action pls.

24/II/2021

5. **PROJECT DIRECTOR, BRT YELLOW LINE**

Please examine & put up.

24/02/2021

7. Project Director - Yellow line -

Please intimate Director Adm/HR SMTA for onward transmission and further process.

[signature]
01/03/2021.

8. AD (BD)

In pursuant to para 7 and above, the required details are on the file for further process and onward transmission of the said case, please.

[signature]
01/03/2021

9. Director (Administration & HR) :

525

Ph No: 021-9924
Fax No: 021-9924

ACCOUNTANT GENERAL SINDH KARACHI

Pakistan Audit & Accounts Complex, Main University Road
Gulshan-e-Iqbal Block.11, Karachi

No. CAA-VI/SMTA/2020-21/151

Dated: 23 February 2021

To,

The Director (Administration & HR),
Sindh Mass Transit Authority (SMTA),
Transport & Mass Transit Department,
Government of Sindh,
Karachi.

Subject: **FO1 FORMS FOR THE PROJECT STAFF OF BRT YELLOW LINE PROJECT FROM COST CENTER KQ-2307 SINDH MASS TRANSIT AUTHORITY.**

Reference: - Your office letter No. SMTA/FO1/44 dated 02.02.2021.

Reference to above mentioned subject, it is intimated that Minutes of Departmental Recruitment Committee (DRC) in respect of Mr. Javed Islam Bhatti, Financial Management Specialist and Mr. Yawar Nabi, Communication Specialist duly signed by the Chairman and its members may please be provided, enabling this office to proceed further in the matter.

23/2/2021

(ACCOUNTS OFFICER)
CAA-VI SECTION

523

GOVERNMENT OF SINDH
Karachi Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

No. AD/Dev/YLC/SMTA/2021/L/91

Karachi Dated: March 1st, 2021

To,

The Director Admin/HR,
Sindh Mass Transit Authority,
Transport and Mass Transit Department,
Government of Sindh,
Karachi.

SUBJECT: SALARY PROCESS OF INDIVIDUAL CONSULTANTS/SPECIALISTS FOR KARACHI MOBILITY PROJECT (YELLOW LINE BRTS).

I am directed to refer to the subject cited above and to enclose herewith a copy of the Minutes of the Consultant Selection Committee (CSC) in respect of Mr. Javaid Islam Bhatti, Financial Management Specialist and Mr. Yawar Nabi, Communication Specialist for Karachi Mobility Project (Yellow Line BRTS), in order to expedite their salary process.

Enclosures:

1. Note for Secretary. **(Annexure-A)**
2. Note for Secretary. **(Annexure-B)**
3. World Bank Approval. **(Annexure-C)**
4. Summary for Chief Minister. **(Annexure- D)**
5. Salary Approval. **(Annexure-E)**

01/03/2021

(GHULAM MURTAZA) PMS
ASSISTANT DIRECTOR
(Business Development)
Sindh Mass Transit Authority
Karachi Mobility Project

OC

1/3/2021

An Office Copy is kept for information.

NS. No. 119

GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY

NOTE SHEET

SUBJECT: PROCESS SALARY OF INDIVIDUAL SPECIALISTS OF URBAN MOBILITY PROJECT

PUC is letter No. CAA-VI/SMTA/2020-21/151 dated 23rd February 2021 received from Accounts Officer CAA-VI Section, Accountant General Sindh Karachi on the subject FO1 Forms for the Project Staff of BRT Yellow Line Project From Cost Center KQ-2307 Sindh Mass Transit Authority.

2. In this regard, it requested in the aforementioned letter that the Minutes of Departmental Recruitment Committee (DRC) in respect of Mr. Javed Islam Bhatti (Financial Management Specialist), BRT Yellow Line and Mr. Yawar Nabi (Communication Specialist), BRT Yellow Line duly signed by the Chairman and its member may please be provided to further proceed the matter by the said department i.e. Accountant General Sindh,

3. Submitted for further orders.

24/2/2021.
ADMINISTRATIVE
& HR OFFICER

4. **DIRECTOR (ADMINISTRATION & HR)**

Submitted for further necessary action pls.

24/II/2021

5. **PROJECT DIRECTOR, BRT YELLOW LINE**

Please examine & put up.

24/02/2021

6. AD

In pursuant to para 5 and above, ... closely and

519

Ph No: 021-9924
Fax No: 021-9924

ACCOUNTANT GENERAL SINDH KARACHI

Pakistan Audit & Accounts Complex, Main University Road
Gulshan-e-Iqbal Block.11, Karachi

No. CAA-VI/SMTA/2020-21/151

Dated: 23 February 2021

To,

The Director (Administration & HR),
Sindh Mass Transit Authority (SMTA),
Transport & Mass Transit Department,
Government of Sindh,
Karachi.

Subject: **FO1 FORMS FOR THE PROJECT STAFF OF BRT YELLOW LINE PROJECT FROM COST CENTER KQ-2307 SINDH MASS TRANSIT AUTHORITY.**

Reference: - Your office letter No. SMTA/FO1/44 dated 02.02.2021.

Reference to above mentioned subject, it is intimated that Minutes of Departmental Recruitment Committee (DRC) in respect of Mr. Javed Islam Bhatti, Financial Management Specialist and Mr. Yawar Nabi, Communication Specialist duly signed by the Chairman and its members may please be provided, enabling this office to proceed further in the matter.

23/2/2021

(ACCOUNTS OFFICER)
CAA-VI SECTION

517

GOVERNMENT OF SINDH
Karachi Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi, Dated: February 18, 2021

NOTE FOR THE SECRETARY
TRANSPORT & MASS TRANSIT DEPARTMENT, SINDH

SUBJECT: **HIRING OF INDIVIDUAL CONSULTANTS/SPECIALISTS FOR KARACHI URBAN MOBILITY PROJECT, YELLOW LINE BRTS.**

Pursuant to the approval accorded by the worthy Secretary, Transport & Mass Transit Department, as at paragraph 10 on Karachi Mobility Project's (Yellow Line) note dated October 27,2020, on the above mentioned subject **(Annex-A)**, the second advertisement for the positions i.e. Safety, Health, Environment & Quality Specialist (SHE&Q), Social Development Specialist (SDS), Gender Specialist (GS), and Procurement/Contract Management Specialist (PCMS)was published in leading daily newspapers in the month of November 6, 2020. The deadline for receiving the applications was fixed as November 16, 2020. After that the Project Team received and sifted the applications for the respective posts viz. SHE&Q, SDS, GS and PCMS and shared with the World Bank to assist in short listing. The Bank examined the candidates' CVs and informed the Project Team accordingly on December 16, 2020. Following is the number of CVs received and shortlisted by the department and Bank respectively.

S.NO	POSITION	NO. OF CVs RECEIVED	NO. OF CANDIDATES SHORTLISTED.
1	Safety, Health, Environment & Quality Specialist	81	07
2	Social Development Specialist	50	01
3	Gender Specialist	27	03
4	Procurement/Contract Management Specialist	101	04
TOTAL		**259**	**15**

2. All the 15 candidates (shortlisted with the help of the Bank) were called to appear for the interviews, which took place on 29th December 2020 and 5th January 2021, before the Selection Committee, as notified vide Notification No. SOII (SGA&CD) 6-53/2020 dated 24.09.2020, **(Annex-B).** The Committee comprised:

1.	Managing Director, Sindh Mass Transit Authority, (SMTA) Government of Sindh	Chairman
2.	Project Director, Project Management Team, BRTs Yellow Line.	Member/ Secretary
3.	Representative of Finance Department, Government of Sindh (not below BS-19 Officer)	Member
4.	Representative of SGA&C Department, Government of Sindh (not below BS-19 Officer)	Member
5.	Chief Consultant, Transport & Mass Transit Department, GoS	Member

Terms of Reference:

The Committee shall recommend for the selection of potential candidates of Karachi Urban Mobility Project Yellow Line BRTs, Sindh Mass Transit Authority, and Transport & Mass Transit Department.

3. The Committee interviewed the candidates based on their curriculum vitae as well as the qualification & skill-set they possessed. After completion of interviews and tabulation of marks awarded and keeping in view the criteria laid down by the department in agreement with the Bank, the committee prepared a merit list with recommendation for selection as specialists as well as the negotiated remuneration during the interview.

4. After completion of the interviews, the recommended candidates were invited for further assessment by the World Bank team on 02.02.2021, 05.02.2021 and 17.02.2021. The Bank's team assessed the candidates for their suitability for the project and issued a No Objection for the following candidates for final appointment as Project Specialists under the Karachi Mobility Project, Yellow Line BRTS, Project Management Team. (Copy of email attached)

S.No	Name of Candidate	Recommended Remuneration	Discipline
1.	Syed Jalal Abbas Jafri	250K	Safety, Health, Environment And Quality Specialist
2.	Amir Hamza	350K	Social Development Specialist
3.	Huma Ashar	250K	Gender Specialist
4.	Malik Zafar Iqbal	300K	Procurement/Contract Management Specialist

513

5. Based on the merit order recommended by the selection committee and further assessment by the World Bank Team approval is sought for appointing the selected candidates as mentioned in paragraph 4/n above.

6. It is further stated that the above mentioned positions are contractual in nature for a period of 12 months of which first three (3) months will be treated as probationary period and will be continued subject to performance. These specialists will be hired on market based salary and their financial implication will be catered from SMTA's existing budgetary allocation of Rs. 200 million FY 2020-21 as approved by the Honorable Chief Minister, Sindh vide summary No 61 dated January 24, 2020.

7. The Secretary Transport & Mass Transit Department, Sindh may kindly approve the proposal at paras- 5 to 6/above.

18/2/2021

(IMRAN BHATTI) Ex.PCS
PROJECT DIRECTOR
YELLOW LINE BRTS

R#: 20210222 01YL W
Date: 22.02.2021
22.02.2021

8. **MANAGING DIRECTOR, SMTA**

22/02/2021

9. **SECRETARY, TRANSPORT & MASS TRANSIT DEPARTMENT**

...f Specialists - No Objection

2 messages

Said Dahdah <sdahdah@worldbank.org>
To: Project Director <pd.kmp.ylc@gmail.com>
Cc: Hasan Afzal Zaidi <hzaidi@worldbank.org>, Haider Raza <hraza@worldbank.org>

Wed, Feb 17, 2021 at 3:45 PM

Dear Mr. Imran,

Based on the information provided and your interview feedback for the 3 candidates , we have no objection for selecting Mr. Jalal Abbas Jafri for the Environmental, Health and Safety Specialist position of the PMT. I already sent you our no objection for the other 3 candidates , these are as follows:

Ms. Huma Ashar as Gender Specialist

Mr. Amir Hamza as Social Development Specialist

Mr. Malik Zafar Iqbal as Procurement and Contract Management Specialist

We propose that their renumeration is between **250k and 300k** PKR depending on their experience and qualification. So the ones with more experience and higher academic qualification you pay them close to 300k, and the others with less experience you pay them close to 250k.

Please let me know if you have any question and once you have the information please let me know about their joining date. Let's make sure you sign their contract asap because some may need to give 1 month notice.

Best regards

Said

Project Director <pd.kmp.ylc@gmail.com>
To: Said Dahdah <sdahdah@worldbank.org>
Cc: Hasan Afzal Zaidi <hzaidi@worldbank.org>, Haider Raza <hraza@worldbank.org>

Wed, Feb 17, 2021 at 3:52 PM

Dear Mr. Said

Thank you for your prompt response. we are moving swiftly in this regard. Once the contract is signed we will let you know the exact dates of their joining.

Regards.

[Quoted text hidden]

--

Imran Bhatti
Project Director (Yellow Line BRTS)
Karachi Urban Mobility Project
Sindh Mass Transit Authority
Govt. of Sindh
+923002200275

Gmail

Project Director <pd.kmp.ylc@gmail.com>

PMT Specialists - No Objection

Said Dahdah <sdahdah@worldbank.org>
To: Project Director <pd.kmp.ylc@gmail.com>
Cc: Hasan Afzal Zaidi <hzaidi@worldbank.org>, Haider Raza <hraza@worldbank.org>

Wed, Feb 17, 2021 at 3:45 PM

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Mr. Amir Hamza as Social Development Specialist

Mr. Malik Zafar Iqbal as Procurement and Contract Management Specialist

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Please let me know if you have any question and once you have the information please let me know about their joining date. Let's make sure you sign their contract asap because some may need to give 1 month notice.

Best regards

Said

507 P9

GOVERNMENT OF SINDH
Karachi Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi, Dated: February 18, 2021

NOTE FOR THE SECRETARY
TRANSPORT & MASS TRANSIT DEPARTMENT, SINDH

SUBJECT: **HIRING OF INDIVIDUAL CONSULTANTS/SPECIALISTS FOR KARACHI URBAN MOBILITY PROJECT, YELLOW LINE BRTS.**

Pursuant to the approval accorded by the worthy Secretary, Transport & Mass Transit Department, as at paragraph 10 on Karachi Mobility Project's (Yellow Line) note dated October 27,2020, on the above mentioned subject **(Annex-A)**, the second advertisement for the positions i.e. Safety, Health, Environment & Quality Specialist (SHE&Q), Social Development Specialist (SDS), Gender Specialist (GS), and Procurement/Contract Management Specialist (PCMS)was published in leading daily newspapers in the month of November 6, 2020. The deadline for receiving the applications was fixed as November 16, 2020. After that the Project Team received and sifted the applications for the respective posts viz. SHE&Q, SDS, GS and PCMS and shared with the World Bank to assist in short listing. The Bank examined the candidates' CVs and informed the Project Team accordingly on December 16, 2020. Following is the number of CVs received and shortlisted by the department and Bank respectively.

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	TOTAL	**259**	**15**

2. All the 15 candidates (shortlisted with the help of the Bank) were called to appear for the interviews, which took place on 29th December 2020 and 5th January 2021, before the Selection Committee, as notified vide Notification No. SOII (SGA&CD) 6-53/2020 dated 24.09.2020, **(Annex-B).**

The Committee comprised:

1.	Managing Director, Sindh Mass Transit Authority, (SMTA) Government of Sindh	Chairman
2.	Project Director, Project Management Team, BRTs Yellow Line.	Member/ Secretary
3.	Representative of Finance Department, Government of Sindh (not below BS-19 Officer)	Member
4.	Representative of SGA&C Department, Government of Sindh (not below BS-19 Officer)	Member
5.	Chief Consultant, Transport & Mass Transit Department, GoS	Member

Terms of Reference:

The Committee shall recommend for the selection of potential candidates of Karachi Urban Mobility Project Yellow Line BRTs, Sindh Mass Transit Authority, and Transport & Mass Transit Department.

3. The Committee interviewed the candidates based on their curriculum vitae as well as the qualification & skill-set they possessed. After completion of interviews and tabulation of marks awarded and keeping in view the criteria laid down by the department in agreement with the Bank, the committee prepared a merit list with recommendation for selection as specialists as well as the negotiated remuneration during the interview.

4. After completion of the interviews, the recommended candidates were invited for further assessment by the World Bank team on 02.02.2021, 05.02.2021 and 17.02.2021. The Bank's team assessed the candidates for their suitability for the project and issued a No Objection for the following candidates for final appointment as Project Specialists under the Karachi Mobility Project, Yellow Line BRTS, Project Management Team. (Copy of email attached)

S.No	**Name of Candidate**	**Recommended Remuneration**	**Discipline**
1.	Syed Jalal Abbas Jafri	250K	Safety, Health, Environment And Quality Specialist
2.	Amir Hamza	350K	Social Development Specialist
3.	Huma Ashar	250K	Gender Specialist
4.	Malik Zafar Iqbal	300K	Procurement/Contract Management Specialist

503

5. Based on the merit order recommended by the selection committee and further assessment by the World Bank Team approval is sought for appointing the selected candidates as mentioned in paragraph 4/n above.

6. It is further stated that the above mentioned positions are contractual in nature for a period of 12 months of which first three (3) months will be treated as probationary period and will be continued subject to performance. These specialists will be hired on market based salary and their financial implication will be catered from SMTA's existing budgetary allocation of Rs. 200 million FY 2020-21 as approved by the Honorable Chief Minister, Sindh vide summary No 61 dated January 24, 2020.

7. The Secretary Transport & Mass Transit Department, Sindh may kindly approve the proposal at paras- 5 to 6/above.

18/2/2021

(IMRAN BHATTI) Ex.PCS
PROJECT DIRECTOR
YELLOW LINE BRTS

R#: 20210222 01YL
Date: 22.02.2021
22.02.2021

8. **MANAGING DIRECTOR, SMTA**

22/02/2021

9. **SECRETARY, TRANSPORT & MASS TRANSIT DEPARTMENT**

As per paras 4 and 6, approval is accorded.

23/02/2021.

MD

24/02/2021

PD Yellow line

Gmail

Project Director <pd.kmp.ylc@gmail.com>

Selection of Project Specialists for FMS, PCMS and CS.

Said Dahdah <sdahdah@worldbank.org>
To: Project Director <pd.kmp.ylc@gmail.com>
Cc: Hasan Afzal Zaidi <hzaidi@worldbank.org>, Haider Raza <hraza@worldbank.org>, Uzma Quresh <uquresh@worldbank.org>, Takeaki Sato <tsato@worldbank.org>, Najm-Ul-Sahr Ata-Ullah <nataullah@worldbank.org>

Fri, Feb 5, 2021 at 12:53 PM

Dear Mr. Imran,

1. Based on the information we received and after today's talk, we have No Objection on the selection of Ms. Huma Ashar as Gender Specialist under the PMT. However, her salary should be commensurate with her experience and what you are offering to other Specialists, so we recommend her monthly renumeration to be between **250K and 300K PKR. We also reiterate that the best office and working condition should be made available to her including facilities etc..**

2. As for the Env. Specialist, we discussed internally and thought it will be best for us to talk to the 2nd and 3rd ranked candidates. Could you please arrange for it. Best to be 11 am so Take can connect from Japan.

Again thank you for moving forward with the hiring of the PMT. I think you have selected a good team and it is really up to you (with our help) to keep them busy and motivated. We discuss that once they are on board.

[Quoted text hidden]

THE WORLD BANK
IBRD · IDA

Sindh
Mass Transit
Authority

Brief on
YELLOW LINE PROJECT (BRTS)
Karachi Mobility Project (KMP)

Introduction

- The World Bank expressed their willingness on 2nd October 2018 to undertake the BRT Yellow Corridor Project with the financial assistance of World Bank.
- The Project Concept Paper was cleared by the Provincial Development Working Party (PDWP) on 30th November, 2018.
- The PC-I was approved Executive Committee of the National Economic Council (ECNEC) on 2nd October 2019.
- The Project Agreement (PA) was signed on 26th November 2019 between the World Bank and Government of Sindh with loan effectiveness.

Gmail

Project Director <pd.kmp.ylc@gmail.com>

of Shortlisted Candidates for PCMS, GS, SDS and SHE&Q

Said Dahdah <sdahdah@worldbank.org>
To: Project Director <pd.kmp.ylc@gmail.com>
Cc: Hasan Afzal Zaidi <hzaidi@worldbank.org>, Haider Raza <hraza@worldbank.org>

Wed, Dec 16, 2020 at 2:47 PM

Dear Mr. Imran,

Apologies for the delayed response but it us a while to go over all the candidates.

- I would like to confirm that current Domicile should not be a factor not to shortlist a candidate, obviously if selected he/she needs to establish a residency in Karachi and reside permanently in Karachi.
- Our rule of not shortlisting existing PIUs staff of other bank's financed projects in Pakistan remains the same . However since few of them indicated that they are leaving their current position anyway, then it is ok to interview them , BUT if selected you still need to get it cleared by us first so we double check their exact status . We don't want them to be pretending leaving their job so they get an interview with you. Ideally we would want them to have left their current job before the interview and without any guarantee from you that they will be selected for this job.

Based on the information you shared with us , we recommend the following candidates to be interviewed.

1. **Environment Specialist Position**

- Syed Jalal Abbas Jafri
- Raheel Ahmed
- Muhammad Ahmed
- Adnan Saleem Khan
- Zeeshan Khan Afridi
- Jibran Khalid Kidwal – His final selection will be pending on getting it approved by us since he is currently working on another WB project in Sindh
- Um-e-Aiman

ocial Development Specialist

- Amir Hamza – His final selection will be pending his confirmation that he has completed his residency requirement for his PhD in China and that he will be able to manage his job while writing a PhD dissertation

3. **Gender Specialist Position**

- Human Ashar
- Nazia Mir
- Uzma Bano – Her final selection will be pending on getting it approved by us since she is currently working on another WB project in Karachi

4. **Procurement Specialist**

- ASAD RASOOL
- Tariq Haque
- Mohsen Islam Khan

e proceed with the interviews and let us know the outcome so we meet with your selected candidate for each position before you extend them a job offer.

gards

Said

From: Project Director <pd.kmp.ylc@gmail.com>
Sent: Thursday, November 26, 2020 10:29 AM
To: Said Dahdah <sdahdah@worldbank.org>
Cc: Hasan Afzal Zaidi <hzaidi@worldbank.org>; Haider Raza <hraza@worldbank.org>
Subject: CVs of Shortlisted Candidates for PCMS, GS, SDS and SHE&Q

[External]

Dear Mr. Said.

[Quoted text hidden]

497

GOVERNMENT OF SINDH
Karachi Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi, Dated: February 18, 2021

NOTE FOR THE SECRETARY
TRANSPORT & MASS TRANSIT DEPARTMENT, SINDH

SUBJECT: **HIRING OF INDIVIDUAL CONSULTANTS/SPECIALISTS FOR KARACHI URBAN MOBILITY PROJECT, YELLOW LINE BRTS.**

Pursuant to the approval accorded by the worthy Secretary, Transport & Mass Transit Department, as at paragraph 10 on Karachi Mobility Project's (Yellow Line) note dated October 27,2020, on the above mentioned subject **(Annex-A)**, the second advertisement for the positions i.e. Safety, Health, Environment & Quality Specialist (SHE&Q), Social Development Specialist (SDS), Gender Specialist (GS), and Procurement/Contract Management Specialist (PCMS)was published in leading daily newspapers in the month of November 6, 2020. The deadline for receiving the applications was fixed as November 16, 2020. After that the Project Team received and sifted the applications for the respective posts viz. SHE&Q, SDS, GS and PCMS and shared with the World Bank to assist in short listing. The Bank examined the candidates' CVs and informed the Project Team accordingly on December 16, 2020. Following is the number of CVs received and shortlisted by the department and Bank respectively.

S.NO	POSITION	NO. OF CVs RECEIVED	NO. OF CANDIDATES SHORTLISTED.
1	Safety, Health, Environment & Quality Specialist	81	07
2	Social Development Specialist	50	01
3	Gender Specialist	27	03
4	Procurement/Contract Management Specialist	101	04
	TOTAL	**259**	**15**

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2. All the 15 candidates (shortlisted with the help of the Bank) were called to appear for the interviews, which took place on 29th December 2020 and 5th January 2021, before the Selection Committee, as notified vide Notification No. SOII (SGA&CD) 6-53/2020 dated 24.09.2020, **(Annex-B).** The Committee comprised:

1.	Managing Director, Sindh Mass Transit Authority, (SMTA) Government of Sindh	Chairman
2.	Project Director, Project Management Team, BRTs Yellow Line.	Member/ Secretary
3.	Representative of Finance Department, Government of Sindh (not below BS-19 Officer)	Member
4.	Representative of SGA&C Department, Government of Sindh (not below BS-19 Officer)	Member
5.	Chief Consultant, Transport & Mass Transit Department, GoS	Member

Terms of Reference:

The Committee shall recommend for the selection of potential candidates of Karachi Urban Mobility Project Yellow Line BRTs, Sindh Mass Transit Authority, and Transport & Mass Transit Department.

3. The Committee interviewed the candidates based on their curriculum vitae as well as the qualification & skill-set they possessed. After completion of interviews and tabulation of marks awarded and keeping in view the criteria laid down by the department in agreement with the Bank, the committee prepared a merit list with recommendation for selection as specialists as well as the negotiated remuneration during the interview.

4. After completion of the interviews, the recommended candidates were invited for further assessment by the World Bank team on 02.02.2021, 05.02.2021 and 17.02.2021. The Bank's team assessed the candidates for their suitability for the project and issued a No Objection for the following candidates for final appointment as Project Specialists under the Karachi Mobility Project, Yellow Line BRTS, Project Management Team. (Copy of email attached)

S.No	Name of Candidate	Recommended Remuneration	Discipline
1.	Syed Jalal Abbas Jafri	250K	Safety, Health, Environment And Quality Specialist
2.	Amir Hamza	350K	Social Development Specialist
3.	Huma Ashar	250K	Gender Specialist
4.	Malik Zafar Iqbal	300K	Procurement/Contract Management Specialist

5. Based on the merit order recommended by the selection committee and further assessment by the World Bank Team approval is sought for appointing the selected candidates as mentioned in paragraph 4/n above.

6. It is further stated that the above mentioned positions are contractual in nature for a period of 12 months of which first three (3) months will be treated as probationary period and will be continued subject to performance. These specialists will be hired on market based salary and their financial implication will be catered from SMTA's existing budgetary allocation of Rs. 200 million FY 2020-21 as approved by the Honorable Chief Minister, Sindh vide summary No 61 dated January 24, 2020.

7. The Secretary Transport & Mass Transit Department, Sindh may kindly approve the proposal at paras- 5 to 6/above.

18/2/2021

(IMRAN BHATTI) Ex.PCS
PROJECT DIRECTOR
YELLOW LINE BRTS

R#: 20210222 01YLOW
Date: 22.02.2021
22.02.2021

8. **MANAGING DIRECTOR, SMTA**

22/02/2021

9. **SECRETARY, TRANSPORT & MASS TRANSIT DEPARTMENT**

As per paras 4 and 6, approval is accorded.

23/02/2021

MD

24/02/2021

PD Yellow line

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GOVERNMENT OF SINDH
Karachi Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: 1st January, 2021

SUBJECT: <u>INTERVIEW POSTPONED REPORT OF SHORTLISTED INDIVIDUAL CONSULTANTS/SPECIALISTS FOR KARACHI MOBILITY PROJECT.</u>

As per the recommendations of the World Bank, the interviews of the fifteen shortlisted candidates, as at **ANNEXURE-A,** for the recruitment of Specialists on contractual basis, were conducted on December 29, 2020. However, owing to substantial number of candidates, only eleven (11) candidates were interviewed on the above date. Thus, the Selection Committee unanimously decided to have interviews of remaining four (4) candidates on 31st December, 2020.

All the Selection Committee members were informed about the interviews schedule vide letter No. AD/Dev/YLC/SMTA/2020 /3056 dated December 30, 2020. However, due to urgency of other assignments of Managing Director Sindh Mass Transit Authority, Chairman Selection Committee, and sickness of Chief Consultant, member Selection Committee, the forum decided to postpone the interviews on Monday 4th January, 2021 at 2pm.

Therefore, with the consent of all Selection Committee members, the interviews of remaining four candidates for the post of Procurement/Contract Management Specialist will be conducted on January 4, 2021, at 2PM.

01/01/2021

(GHULAM MURTAZA-PMS)
ASSISTANT DIRECTOR
BUSINESS DEVELOPMENT

Gmail

Project Director <pd.kmp.ylc@gmail.com>

s of Shortlisted Candidates for PCMS, GS, SDS and SHE&Q

Said Dahdah <sdahdah@worldbank.org>
To: Project Director <pd.kmp.ylc@gmail.com>
Cc: Hasan Afzal Zaidi <hzaidi@worldbank.org>, Haider Raza <hraza@worldbank.org>

Wed, Dec 16, 2020 at 2:47 PM

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1. **Environment Specialist Position**

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- Zeeshan Khan Afridi
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- Um-e-Aiman

2. **Social Development Specialist**

- Amir Hamza – His final selection will be pending his confirmation that he has completed his residency requirement for his PhD in China and that he will be able to manage his job while writing a PhD dissertation

3. **Gender Specialist Position**

- Human Ashar
- Nazia Mir
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4. **Procurement Specialist**

- ASAD RASOOL
- Tariq Haque
- Mohsen Islam Khan
- Zafar Iqbal

Please proceed with the interviews and let us know the outcome so we meet with your selected candidate for each position before you extend them a job offer.

Best regards

Said

From: Project Director <pd.kmp.ylc@gmail.com>
Sent: Thursday, November 26, 2020 10:29 AM
To: Said Dahdah <sdahdah@worldbank.org>
Cc: Hasan Afzal Zaidi <hzaidi@worldbank.org>; Haider Raza <hraza@worldbank.org>
Subject: CVs of Shortlisted Candidates for PCMS, GS, SDS and SHE&Q

[External]

Dear Mr. Said.

[Quoted text hidden]

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TODAY

Messages and calls are end-to-end encrypted. No one outside of this chat, not even WhatsApp, can read or listen to them. Tap to learn more.

AssalamuAlaikum,
Dear Mr. Tariq Haque
yesterday you informed us that your are on holidays and can not attend the interview and suggested interview on Tuesday
but this is not possible for us due to committee will not come again and again.
now i am asking to you again can u join interview during 15 minutes only from 01:00PM to 05:00PM Pakistani Standard Time ?
10:38 am

You
AssalamuAlaikum,
Dear Mr. Tariq Haque
yesterday you informed us that your are ...

No my friend. I'm outside and will not be available at that time.
10:39 am

GOVERNMENT OF SINDH
Karachi Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

No. AD/Devel/YLC/SMTA/2020/3059

Karachi Dated: 31st December, 2020

To,

1. The Additional Secretary (Services-II),
   Services, General Administration and Coordination Department
2. The Managing Director,
   Sindh Mass Transit Authority,
   Transport and Mass Transit Department
3. The Director Public Private Partnership Unit
   Finance Department
4. The Chief Consultant,
   Transport and Mass Transit Department
   Government of Sindh
   KARACHI.

SUBJECT: INTERVIEW RE-SCHEDULE FOR THE PROJECT POSITIONS IN YELLOW LINE BRTS, KARACHI MOBILITY PROJECT.

Ref: **I**. Notification No. SOII (SGA&CD) 6-53/2020 dated 24.09.2020

II. Notification No. PD/YLC/SMTA/2020/3047 dated December 22, 2020

III. Notification No. AD/Dev/YLC/SMTA/2020 /3056 dated December 30, 2020

Dear Sir,

I am directed to refer to the subject and notifications cited above for the recruitment of Specialists on contractual basis and in continuation of this office letters No. I and II and to state that the interviews of the remaining four shortlisted candidates for the post of Procurement/Contract Management Specialist were supposed to be held on Thursday 31st December 2020 at 2 PM have now been postponed to **Monday 4th January 2021 at 2pm** onwards in the office of Managing Director, Sindh Mass Transit Authority, (SMTA), D-43, Block 2, Clifton, Karachi.

You are, therefore, requested to please make it convenient to attend the interviews on above mentioned date, time and venue.

31/12/2020

(GHULAM MURTAZA-PMS)
ASSISTANT DIRECTOR
BUSINESS DEVELOPMENT

A copy is forwarded for information to:

1. PS to the Secretary, Transport & Mass Transit Department, GoS.
2. PS to the Managing Director, Sindh Mass Transit Authority, GoS.
3. Master File.

483

GOVERNMENT OF SINDH
Karachi Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

No. AD/Devel/YLC/SMTA/2020/3056 Karachi Dated: 30th December, 2020

To,

1. The Additional Secretary (Services-II),
   Services, General Administration and Coordination Department

2. The Director Public Private Partnership Unit,
   Finance Department,
   Government of Sindh
   KARACHI.

SUBJECT: SECOND ROUND OF INTERVIEWS SCHEDULE FOR THE PROJECT POSITIONS IN YELLOW LINE BRTS, KARACHI MOBILITY PROJECT.

Ref: Notification No. SOII (SGA&CD) 6-53/2020 dated 24.09.2020

Dear Sir,

I am directed to refer to the subject and notification cited above for the recruitment of Specialists on contractual basis and in continuation of this office letter No. PD/YLC/SMTA/2020/3047, the second round of interviews of the remaining four shortlisted candidates for the post of Procurement/Contract Management Specialist shall be held on Thursday 31st December 2020 at 2 PM onwards in the office of Managing Director, Sindh Mass Transit Authority, (SMTA), D-43, Block 2, Clifton, Karachi.

You are, therefore, requested to please make it convenient to attend the interviews on above mentioned date, time and venue.

Encl:

1. ToRs of Procurement/Contract Management Specialist

30/12/2020
(GHULAM MURTAZA-PMS)
ASSISTANT DIRECTOR
BUSINESS DEVELOPMENT

30/12/20

A copy is forwarded for information to:

1. PS to the Secretary, Transport & Mass Transit Department, GoS.
2. PS to the Managing Director, Sindh Mass Transit Authority, GoS.
3. Master File.

30/12/2020

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GOVERNMENT OF SINDH
Karachi Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

No. AD/BD/YLC/SMTA/2020/3054 Karachi Dated: December 28, 2020

To,

Um-e-Aiman, candidate for Safety, Health, Environment& Quality Specialist,
House No. L- 586, Sector 3, North Karachi, Pakistan,
Karachi.

SUBJECT: INTERVIEW CALL LETTER.

Dear Um-e-Aiman,

It is to inform you that your application for the post of **SAFETY, HEALTH, and ENVIRONMENT&QUALITY SPECIALIST** against our advertisement for hiring of individual consultant/specialist in Karachi Urban Mobility Project dated November 6, 2020 has been shortlisted for an interview. You are, hereby, called upon to appear before the interview panel on **Tuesday, 29th December, 2020 at 1:00 PM** onwards. Keeping in view the resurgence of second wave of Covid-19, the interviews will be conducted online on Skype/Zoom application.

The same letter was sent to you via E-mail **aimanhamid18@gmail.com** on Friday December 25, at 12:59 PM. Moreover, the office tried to make you a call on Mobile: +920342-5041235 on Monday 28 December 2020. But we failed to contact you on your given contact details.

You are, therefore, advised to configure your communication devices to Skype/Zoom and keep the internet connection available during the interview session.

Wish you all the best.

For any queries please contact on the following number:

Mobile: +92335-0260259

Please Note that:

- This is a preliminary interview call for the position applied and it does not guarantee employment.
- Authority shall not be responsible in case you miss the interview session on aforementioned date and time for any reason.

- Authority shall not be held responsible for any internet connection problem at your end.

28/12/2020

(GHULAM MURTAZA-PMS)
ASSISTANT DIRECTOR
BUSINESS DEVELOPMENT

A copy is forwarded for information to:

1. P.S to Managing Director, Sindh Mass Transit Authority, GoS, Karachi
2. P.S to Project Director, Yellow Line Corridor
3. Master File.

CONFIDENTIAL

GOVERNMENT OF SINDH
Karachi Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: 22nd December, 2020

No. PD/YLC/SMTA/2020/3047

To,

1. The Additional Secretary (Services-II),
Services, General Administration and Coordination Department

2. The Managing Director,
Sindh Mass Transit Authority,
Transport and Mass Transit Department

3. The Director Public Private Partnership Unit
Finance Department

4. The Chief Consultant,
Transport and Mass Transit Department
Government of Sindh
KARACHI.

SUBJECT: INTERVIEWS SCHEDULE FOR THE PROJECT POSITIONS IN YELLOW LINE BRTS, KARACHI MOBILITY PROJECT.

Ref: Notification No. SOII (SGA&CD) 6-53/2020 dated 24.09.2020

Dear Sir,

Pursuant to the above notification for recruitment of Specialists on contractual basis, the interviews of the fourteen shortlisted candidates for following positions shall be held on Tuesday 29th December 2020 at 2 PM onwards in the office of Managing Director, Sindh Mass Transit Authority, (SMTA), D-43, Block 2, Clifton, Karachi. Additionally, the list of shortlisted candidates, along with their CVs, is enclosed herewith for your information please: **(Copies enclosed)**

1. Procurement/Contract Management Specialist
2. Safety, Health, Environment and Quality Specialist
3. Social Development Specialist
4. Gender Specialist

You are, therefore, requested to please make it convenient to attend the interviews on above mentioned date, time and venue.

(IMRAN BHATTI) Ex.PCS
PROJECT DIRECTOR

A copy is forwarded for information to:

1. PS to the Secretary, Transport & Mass Transit Department, GoS.
2. PS to the Managing Director, Sindh Mass Transit Authority, GoS.
3. Master File.

ASHRAF

FOR THE POST OF SAFETY, HEALTH, ENVIRONMENT & QUALITY (SHE&Q) SPECIALIST
SINDH MASS TRANSIT AUTHORITY
GOVERNMENT OF SINDH

SELECTION CRITERIA:

Qualification & Experience:

Minimum Bachelor's degree In Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Preferable Master's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Foreign qualification will be considered an added advantage.

- Specialized Training - ISO 9001-2015, Quality Management Systems, IS0-14001, Occupational Health & Safety, IS0-22000, Quality Assurance, or any other skills considered relevant for the position.
- Active Affiliations -Membership of recognized Industry or Professional Organizations.
- At least 5 years of post-qualification relevant experience in Strategic Quality, Environment, Health and Safety, Planning/ Designing., Implementing, Training., Monitoring and Evaluating SHE&Q related activities. Relevant international work experience as well as skills in Environmental Impact Assessments and Environmental Management Plans is an advantage.
- Experience of working infrastructure projects (consultancy works l Projects funded by donor agencies shall be referred.

Age Limit: 50 years

Total Candidates: 82 **Short listed Candidates: 07**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Syed Jalal Abbas Jafri	30	25	13	12	80	200K	
02	Raheel Ahmed	30	32	13	12	87	18K	
03	Muhammad Ahmed	30	33	14	14	91	300K	38 y
04	Adnan Saleem Khan	30	25	10	10	75		
05	Zeeshan Khan Afridi	30	20	15	15	60*	200K	
06	Jibran Khalid Kidwai	30	34	15	15	94	190K 280	
07	Ume Aiman	30	20	15	15	80	150K	

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FOR THE POST OF SOCIAL DEVELOPMENT SPECIALIST

Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

Master's Degree or equivalent in Social Sciences/development studies or other related fields. University degree in Applied Social Science e.g., Anthropology, Sociology, Economics, Development or Human Geography or other related fields combined with specialized experience in similar organizations may be considered In lieu of a Master's degree.
- At least 10 years of experience in community engagement, planning, implementation and management of resettlement activities, and complaints resolution/grievance redress management. Experience in the preparation of, or assisting in the preparation of, at least 5 resettlement plans for Infrastructure projects. Experience in urban settings would be an advantage.
- Strong knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies such as those pertaining to land acquisition and resettlement. labour management and protection, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups.
- Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.

Age Limit: 50 years

Total Candidates: 51 **Short listed Candidates: 01**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Amir Hamza	30	35	10	10	85	350k	

475

FOR THE POST OF GENDER SPECIALIST

Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

Master's Degree in Social Sciences, Gender and Development or Women's Studies, Management or related field.

- Specialized Training - Gender Awareness/Sensitization, Gender Based Violence, Community Engagement, Strategies Development or any other skills considered relevant for the position.
- Active Affiliations -Membership of Recognized Industry or Professional Organization
- At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.

Total Candidates: 26 **Short listed Candidates: 03** **Age Limit: 58 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Huma Ashar	30	35	15	15	95	100k above	
02	Nazia Mir	30	15	10	10	65	60k-80k	
03	Uzma Bano	30	30	15	10	85	375k 400k	

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FOR THE POST OF PROCUREMENT/ CONTRACT MANAGEMENT SPECIALIST

Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

A Bachelor's degree in (Civil/Electrical/Mechanical) Engineering or equivalent Master's degree in relevant discipline of Engineering or MBA/MSc/MA in Project/Procurement Management will be added advantage from HEC recognized university.

- At least 10 years of hands-on experience In procurement of goods, and consultancies. Experience on donor-funded projects shall be an important advantage. Strong experience of contract management, particularly consultancy services contracts
- Hands-on experience on the Standard Procurement Documents such as PEC (Pakistan Engineering Council) and FIDIC specification and documents with special grip on legal sides.
- Excellent written and oral communication skills in both English .and Urdu to develop and process complex technical documents, reports, papers and recommendations.
- Excellent computer skills including MS Office (Word, Excel and PowerPoint), familiarity with WB Procurement Systems (STEP) or other similar Procurement Software is a plus.

Total Candidates: 103 **Short listed Candidates: 03** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Asad Rasool	30	25	10	10	75	200k 300k	He is working on Permanent Post in SSGC
02	Tariq Haque	A	A	A	A	A	—	—
03	Mohsen Islam	30	35	13	12	90	35,000 P/Day 42,000 P/Day	Asking to much Salary. To be negotiated salary
04	Zafar Iqbal	30	35	12	12	89	165k 350k	One month

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FOR THE POST OF SAFETY, HEALTH, ENVIRONMENT & QUALITY (SHE&Q) SPECIALIST

SINDH MASS TRANSIT AUTHORITY
GOVERNMENT OF SINDH

SELECTION CRITERIA:

Qualification & Experience:

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- Specialized Training - ISO 9001-2015, Quality Management Systems, IS0-14001, Occupational Health & Safety, IS0-22000, Quality Assurance, or any other skills considered relevant for the position.
- Active Affiliations -Membership of recognized Industry or Professional Organizations.
- At least 5 years of post-qualification relevant experience in Strategic Quality, Environment, Health and Safety, Planning/ Designing., Implementing, Training., Monitoring and Evaluating SHE&Q related activities. Relevant international work experience as well as skills in Environmental Impact Assessments and Environmental Management Plans is an advantage.
- Experience of working infrastructure projects (consultancy works l Projects funded by donor agencies shall be referred.

Total Candidates: 82 | **Short listed Candidates: 07** | **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
(3) 01	Syed Jalal Abbas Jafri *	30	40	12	15		200K.	200K confi. Let him know selection
02	Raheel Ahmed Feb Aval. one month Notice	30	30	12	5			120K current 170K notice period 2-3 month
(2) 03	Muhammad Ahmed *	30	40	14.	composed. 15		300K 14 days notice.	225+ Benefits 300K easy.
04	Adnan Saleem Khan	25	20	7	10		300k.	
05	Zeeshan Khan Afridi	30	~~39~~ 20	15	15		200K	
06	Jibran Khalid Kidwai	30	40	15	15		~~150~~ 280 k.	~~[illegible]~~ 190K.
07	Ume Aiman	30	20	15	15		150K.	120K

5/6

Imran | Khalil 28/12/20

FOR THE POST OF SOCIAL DEVELOPMENT SPECIALIST

Sindh Mass Transit Authority
Government of Sindh

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- At least 10 years of experience in community engagement, planning, implementation and management of resettlement activities, and complaints resolution/grievance redress management. Experience in the preparation of, or assisting in the preparation of, at least 5 resettlement plans for Infrastructure projects. Experience in urban settings would be an advantage.
- Strong knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies such as those pertaining to land acquisition and resettlement. labour management and protection, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups.
- Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.

Total Candidates: 51 **Short listed Candidates: 01** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Amir Hamza	30	40	12	10		350 K	can ~~locate~~ Relocate to Karachi. 300K.

28/12/2022.

Imran Bhatti.

467

FOR THE POST OF GENDER SPECIALIST

Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

Master's Degree in Social Sciences, Gender and Development or Women's Studies, Management or related field.
- Specialized Training - Gender Awareness/Sensitization, Gender Based Violence, Community Engagement, Strategies Development or any other skills considered relevant for the position.
- Active Affiliations -Membership of Recognized Industry or Professional Organization
- At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.

Total Candidates: 26 **Short listed Candidates: 03** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Huma Ashar	30	30	15	15		100+	100k.
02	Nazia Mir	30	15	5	10		60-80K.	55K.
03	Uzma Bano	30	30	15	15		370-400k	Attraction:- 325K.

28/12/2020.
Imran Bhatti:

465

FOR THE POST OF PROCUREMENT/ CONTRACT MANAGEMENT SPECIALIST

Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

A Bachelor's degree in (Civil/Electrical/Mechanical) Engineering or equivalent Master's degree in relevant discipline of Engineering or MBA/MSc/MA in Project/Procurement Management will be added advantage from HEC recognized university.
- At least 10 years of hands-on experience In procurement of goods, and consultancies. Experience on donor-funded projects shall be an important advantage. Strong experience of contract management, particularly consultancy services contracts
- Hands-on experience on the Standard Procurement Documents such as PEC (Pakistan Engineering Council) and FIDIC specification and documents with special grip on legal sides.
- Excellent written and oral communication skills in both English .and Urdu to develop and process complex technical documents, reports, papers and recommendations.
- Excellent computer skills including MS Office (Word, Excel and PowerPoint), familiarity with WB Procurement Systems (STEP) or other similar Procurement Software is a plus.

Total Candidates: 103 **Short listed Candidates: 03** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Asad Rasool	30	25	10	10		300-K.	200K. 1month. Permanent position in SSGC
02	Tariq Haque	A	A	A	A			
03	Mohsen Islam	30	35	15	10		42000/-	350001- Refused to work
04	Zafar Iqbal	30	35	15	15		300K take home	one month probation.

Available in Karachi.

31/12/2020.

Imran Bhatti

463

FOR THE POST OF SAFETY, HEAL[illegible]H, ENVIRONMENT & QUALITY (SHE&Q) [illegible]PECIALIST

SINDH MASS TRANSIT AUTHORITY

GOVERNMENT OF SINDH

SELECTION CRITERIA:

Qualification & Experience:

Minimum Bachelor's degree In Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Preferable Master's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Foreign qualification will be considered an added advantage.

- Specialized Training - ISO 9001-2015, Quality Management Systems, IS0-14001, Occupational Health & Safety, IS0-22000, Quality Assurance, or any other skills considered relevant for the position.
- Active Affiliations -Membership of recognized Industry or Professional Organizations.
- At least 5 years of post-qualification relevant experience in Strategic Quality, Environment, Health and Safety, Planning/ Designing., Implementing, Training., Monitoring and Evaluating SHE&Q related activities. Relevant international work experience as well as skills in Environmental Impact Assessments and Environmental Management Plans is an advantage.
- Experience of working infrastructure projects (consultancy works l Projects funded by donor agencies shall be referred.

Age Limit: 50 years

Total Candidates: 82

Short listed Candidates: 07

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Syed Jalal Abbas Jafri	30	~~40~~ 30	~~15~~ 10	12	82	200	
02	Raheel Ahmed	30	~~40~~ 25	7	8	~~85~~ 70	170	
03	Muhammad Ahmed	30	35	~~10~~ 12	12	89	~~2~~300	
04	Adnan Saleem Khan	~~30~~ 25	25	10	05	65		
05	Zeeshan Khan Afridi	25	20	10	10	65	200	
06	Jibran Khalid Kidwai	30	40	~~15~~ 12	13	95	280	
07	Ume Aiman	30	25	12	10	67 *	150	

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FOR THE POST OF SOCIAL DEVELOPMENT SPECIALIST

Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

Master's Degree or equivalent in Social Sciences/development studies or other related fields. University degree in Applied Social Science e.g., Anthropology, Sociology, Economics, Development or Human Geography or other related fields combined with specialized experience in similar organizations may be considered In lieu of a Master's degree.

• At least 10 years of experience in community engagement, planning, implementation and management of resettlement activities, and complaints resolution/grievance redress management. Experience in the preparation of, or assisting in the preparation of, at least 5 resettlement plans for Infrastructure projects. Experience in urban settings would be an advantage.

• Strong knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies such as those pertaining to land acquisition and resettlement. labour management and protection, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups.

• Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.

Total Candidates: 51 **Short listed Candidates: 01** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Amir Hamza	30	35	10	10	85		

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FOR THE POST OF GENDER SPECIALIST

Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

Master's Degree in Social Sciences, Gender and Development or Women's Studies, Management or related field.
- Specialized Training - Gender Awareness/Sensitization, Gender Based Violence, Community Engagement, Strategies Development or any other skills considered relevant for the position.
- Active Affiliations -Membership of Recognized Industry or Professional Organization
- At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.

Total Candidates: 26 **Short listed Candidates: 03** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Huma Ashar	30	35	12	10	87	100 +	
02	Nazia Mir	30	30	08	07			
03	Uzma Bano	30	30	12	10	82	370-390	

FOR THE POST OF PROCUREMENT/ CONTRACT MANAGEMENT SPECIALIST

Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

A Bachelor's degree in (Civil/Electrical/Mechanical) Engineering or equivalent Master's degree in relevant discipline of Engineering or MBA/MSc/MA in Project/Procurement Management will be added advantage from HEC recognized university.

• At least 10 years of hands-on experience In procurement of goods, and consultancies. Experience on donor-funded projects shall be an important advantage. Strong experience of contract management, particularly consultancy services contracts

• Hands-on experience on the Standard Procurement Documents such as PEC (Pakistan Engineering Council) and FIDIC specification and documents with special grip on legal sides.

• Excellent written and oral communication skills in both English .and Urdu to develop and process complex technical documents, reports, papers and recommendations.

• Excellent computer skills including MS Office (Word, Excel and PowerPoint), familiarity with WB Procurement Systems (STEP) or other similar Procurement Software is a plus.

Total Candidates: 103 **Short listed Candidates: 03** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Asad Rasool	30	10	05	08	53		
02	Tariq Haque							
03	Mohsen Islam	30	35	12	08	85		
04	Zafar Iqbal	30	40	13	12	95		

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IMTIDAR AHMED ...

FOR THE POST OF SAFETY, HEALTH, ENVIRONMENT & QUALITY (SHE&Q) SPECIALIST
SINDH MASS TRANSIT AUTHORITY
GOVERNMENT OF SINDH

SELECTION CRITERIA:

Qualification & Experience:

Minimum Bachelor's degree In Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Preferable Master's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Foreign qualification will be considered an added advantage.

- Specialized Training - ISO 9001-2015, Quality Management Systems, ISO-14001, Occupational Health & Safety, ISO-22000, Quality Assurance, or any other skills considered relevant for the position.
- Active Affiliations -Membership of recognized Industry or Professional Organizations.
- At least 5 years of post-qualification relevant experience in Strategic Quality, Environment, Health and Safety, Planning/ Designing.. Implementing, Training.. Monitoring and Evaluating SHE&Q related activities. Relevant international work experience as well as skills in Environmental Impact Assessments and Environmental Management Plans is an advantage.
- Experience of working infrastructure projects (consultancy works I Projects funded by donor agencies shall be referred.

Total Candidates: 81 **Short listed Candidates: 07** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Syed Jalal Abbas Jafri	30	30	12	12	84		
02	Raheel Ahmed	30	32	12	~~15~~ 08	82		
03	Muhammad Ahmed	30	35	12	14	91		
04	Adnan Saleem Khan	25	25	10	10	70		
05	Zeeshan Khan Afridi	25	20	15	12	72		
06	Jibran Khalid Kidwai	30	40	15	15	100		
07	Ume Aiman	30	20	15	15	80		

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FOR THE POST OF SAFETY, HEALTH, ENVIRONMENT & QUALITY (SHE&) SPECIALIST

SINDH MASS TRANSIT AUTHORITY
GOVERNMENT OF SINDH

SELECTION CRITERIA:

Qualification & Experience:

Minimum Bachelor's degree In Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Preferable Master's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Foreign qualification will be considered an added advantage.

- Specialized Training - ISO 9001-2015, Quality Management Systems, IS0-14001, Occupational Health & Safety, IS0-22000, Quality Assurance, or any other skills considered relevant for the position.
- Active Affiliations -Membership of recognized Industry or Professional Organizations.
- At least 5 years of post-qualification relevant experience in Strategic Quality, Environment, Health and Safety, Planning/ Designing., Implementing, Training., Monitoring and Evaluating SHE&Q related activities. Relevant international work experience as well as skills in Environmental Impact Assessments and Environmental Management Plans is an advantage.
- Experience of working infrastructure projects (consultancy works l Projects funded by donor agencies shall be referred.

Age Limit: 50 years

Total Candidates: 82 **Short listed Candidates: 07**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Syed Jalal Abbas Jafri	30	30	12	12	84	200000/-	
02	Raheel Ahmed	30	25	10	10	75	170000/-	
03	Muhammad Ahmed	30	30	12	13	85	300000/-	
04	Adnan Saleem Khan	30	20	10	12	72	200000/-	
05	Zeeshan Khan Afridi	30	20	12	12	74	200000/-	
06	Jibran Khalid Kidwai	30	30	15	15	90	280000/-	Suitable
07	Ume Aiman	30	25	15	15	85	150000/-	

Umar Farooq Bhutto
Addl Secy. Services

FOR THE POST OF SOCIAL DEVELOPMENT SPECIALIST

Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

Master's Degree or equivalent in Social Sciences/development studies or other related fields. University degree in Applied Social Science e.g., Anthropology, Sociology, Economics, Development or Human Geography or other related fields combined with specialized experience in similar organizations may be considered In lieu of a Master's degree.

- At least 10 years of experience in community engagement, planning, implementation and management of resettlement activities, and complaints resolution/grievance redress management. Experience in the preparation of, or assisting in the preparation of, at least 5 resettlement plans for Infrastructure projects. Experience in urban settings would be an advantage.
- Strong knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies such as those pertaining to land acquisition and resettlement. labour management and protection, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups.
- Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.

Total Candidates: 51 **Short listed Candidates: 01** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Amir Hamza	30	30	13	12	85	350000/-	~~[illegible]~~ suitable

Umar Farooq Bullo
Addl. Secy. Services

443

FOR THE POST OF GENDER SPECIALIST

Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

Master's Degree in Social Sciences, Gender and Development or Women's Studies, Management or related field.
- Specialized Training - Gender Awareness/Sensitization, Gender Based Violence, Community Engagement, Strategies Development or any other skills considered relevant for the position.
- Active Affiliations -Membership of Recognized Industry or Professional Organization
- At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.

Total Candidates: 26 **Short listed Candidates: 03** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Huma Ashar	30	30	15	15	90	1̶9̶0000/- (200000/-)	Suitable
02	Nazia Mir	30	20	12	10	72	80000/-	
03	Uzma Bano	30	30	15	15	90	400000/-	Demanding salary on higher side

Umar Farooq Bulo
Addl. Secy. Services

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FOR THE POST OF PROCUREMENT/ CONTRACT MANAGEMENT SPECIALIST

Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

A Bachelor's degree in (Civil/Electrical/Mechanical) Engineering or equivalent Master's degree in relevant discipline of Engineering or MBA/MSc/MA in Project/Procurement Management will be added advantage from HEC recognized university.
- At least 10 years of hands-on experience In procurement of goods, and consultancies. Experience on donor-funded projects shall be an important advantage. Strong experience of contract management, particularly consultancy services contracts
- Hands-on experience on the Standard Procurement Documents such as PEC (Pakistan Engineering Council) and FIDIC specification and documents with special grip on legal sides.
- Excellent written and oral communication skills in both English .and Urdu to develop and process complex technical documents, reports, papers and recommendations.
- Excellent computer skills including MS Office (Word, Excel and PowerPoint), familiarity with WB Procurement Systems (STEP) or other similar Procurement Software is a plus.

Total Candidates: 103 **Short listed Candidates: 03** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Asad Rasool ✓	30	25	10	10	75	300000/-	
02	Tariq Haque Absent	30	A	A	A	A	A	A
03	Mohsen Islam ✓	30	40	10	10	90	950000/-	950000/- Refused to work below this amount
04	Zafar Iqbal ✓	30	35	15	15	95	350000/-	350000/- Suitable

[signature]
Umar Farooq Bullo
Addl. Secy. Services

439

Gmail

Project Director <pd.kmp.ylc@gmail.com>

of Shortlisted Candidates for PCMS, GS, SDS and SHE&Q

Said Dahdah <sdahdah@worldbank.org>
To: Project Director <pd.kmp.ylc@gmail.com>
Cc: Hasan Afzal Zaidi <hzaidi@worldbank.org>, Haider Raza <hraza@worldbank.org>

Wed, Dec 16, 2020 at 2:47 PM

Dear Mr. Imran,

Apologies for the delayed response but it us a while to go over all the candidates.

- I would like to confirm that current Domicile should not be a factor not to shortlist a candidate, obviously if selected he/she needs to establish a residency in Karachi and reside permanently in Karachi.
- Our rule of not shortlisting existing PIUs staff of other bank's financed projects in Pakistan remains the same . However since few of them indicated that they are leaving their current position anyway, then it is ok to interview them , BUT if selected you still need to get it cleared by us first so we double check their exact status . We don't want them to be pretending leaving their job so they get an interview with you. Ideally we would want them to have left their current job before the interview and without any guarantee from you that they will be selected for this job.

Based on the information you shared with us , we recommend the following candidates to be interviewed.

1. **Environment Specialist Position**

- Syed Jalal Abbas Jafri
- Raheel Ahmed
- Muhammad Ahmed
- Adnan Saleem Khan
- Zeeshan Khan Afridi
- Jibran Khalid Kidwai – His final selection will be pending on getting it approved by us since he is currently working on another WB project in Sindh
- Um-e-Aiman

2. **Social Development Specialist**

- Amir Hamza – His final selection will be pending his confirmation that he has completed his residency requirement for his PhD in China and that he will be able to manage his job while writing a PhD dissertation

3. **Gender Specialist Position**

- Human Ashar
- Nazia Mir
- Uzma Bano – Her final selection will be pending on getting it approved by us since she is currently working on another WB project in Karachi

4. **Procurement Specialist**

- ASAD RASOOL
- Tariq Haque
- Mohsen Islam Khan

Please proceed with the interviews and let us know the outcome so we meet with your selected candidate for each position before you extend them a job offer.

Best regards

Said

From: Project Director <pd.kmp.ylc@gmail.com>
Sent: Thursday, November 26, 2020 10:29 AM
To: Said Dahdah <sdahdah@worldbank.org>
Cc: Hasan Afzal Zaidi <hzaidi@worldbank.org>; Haider Raza <hraza@worldbank.org>
Subject: CVs of Shortlisted Candidates for PCMS, GS, SDS and SHE&Q

[External]

Dear Mr. Said.

[Quoted text hidden]

435

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

No. PD/YLC/SMTA/2020/2096

Karachi Dated: November 19, 2020

The Managing Director,
Sindh Mass Transit Authority (SMTA),
Government of Sindh.

Subject: **PROJECT PROGRESS AND ISSUES BEING FACED BY THE PROJECT TEAM**

Dear Sir,

Your attention is invited to the issues and progress of the Yellow Line BRTS regarding Consultant Selection for Design Consultancy, Project Management, Project Management Team staffing, office accommodation, shortage of other professional workforce etc. in the following manner.

2. It is explained that the Consultant Selection Committee (CSC) has finalized the Request for Proposal (RFP) with NO objection from the World Bank on 06.11.2020. The same was floated/issued to the pre-qualified bidders/firms on 06.11.2020. According to the RFP following are the timelines to procure the Services of Detailed Design, Procurement Support and Construction Supervision Consultant:

S.No	Date	Activity
1.	06.11.2020	Issuance of RFP
2.	13.11.2020	Intimation to Submission of Bid
3.	19.11.2020	Pre-Proposal Conference
4.	23.12.2020	Proposal Submission
5.	29.01.2021	Contract Negotiation

3. In continuation of above process it is apprised that after issuance of RFP a grievance application was received to undersigned for which a Complaint Redressal Committee (CRC) was proposed to the worthy Secretary, Transport & Mass Transit Department, Government of Sindh for grievance redressal.

4. Furthermore, according to the RFP a pre-proposal conference was held in the Conference room of Sindh Mass Transit Authority on 19.11.2020 at 10:30 AM, wherein, pre-qualified bidders participated for clarification on RFP. Some of the queries were responded immediately,

20/11/2020

however, it was decided that all participants will submit their queries in black and white with in two working days ending on Monday, 23.11.2020 at 5:00 PM. The project team will take three working days to respond to queries in consultation with the World Bank.

5. Besides, consultant selection for Procurement of Detailed Design, Procurement Support and Construction Supervision Consultant, a Project Management Consultant (PMC) is also to be procured to ensure professional, efficient and optimal facilitation and coordination of the Project activities and assist the Project Management Team and ensure capacity building to SMTA on priority basis. Expressions of Interest (EOI) and Terms of Reference (TOR) for PMC are to be finalized by the CSC by 25.11.2020 as agreed with the World Bank.

6. On account of Project Management Team (PMT) staffing, it is apprised that two specialists have been finalized and job contracts issued to them including their monthly remuneration. However, four positions i.e. Procurement/Contract Management Specialist, Gender Specialist, Social Development Specialist and Safety, Health, Environment & Quality Specialist have been re-advertised/published on 06.11.2020 with application deadline as 10 days after publication of advertisement i.e. 16.11.2020. In this regard it is stated that sufficient applications have been received against the positions mentioned supra. Timeline for completion of hiring process for said specialists is following:

S.No	Date	Activity	Status
1.	06.11.2020	Publication of advertisement	Completed
2.	16.11.2020	Deadline for submission of applications	Completed
3.	20.11.2020	Shortlisting of Applications	In process
4.	23.11.2020	Sharing of Shortlisting with World Bank	Tentative
5.	27.11.2020	Recommendations from World Bank for interviews of shortlisted applicants	Tentative
6.	30.11.2020	Interviews of shortlisted applicants	Tentative
7.	04.12.2020		

7. As your good self is quite aware that hiring of specialists is expedited and by the first week of December, 2020 the process will be completed. However, currently we are facing accommodation issues as there is no such sitting arrangement for these specialists. In this regard, I request, you to please expedite sitting arrangements for the specialists as well as other team members to come.

8. On account of Project Management Team you are also aware that Director Infrastructure/Projects is single handedly dealing with the project assignments. This is due to the

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMEN

fact that Infrastructure/Projects directorate is acutely understaffed. This issue was also highlighted during the meeting with the Country Director, World Bank on 05.11.2020 in presence of Minister TMTD/Chairman SMTA. In this regard, I urge you to kindly expedite hiring process of professional workforce on merit so that not only this project but other projects of SMTA should run smoothly.

9. In view of the above discussion your good office is requested to kindly resolve the impending hurdles being faced by Project Team. Your cooperation in this regard will be highly appreciated.

19/11/2020

(IMRAN BHATTI)
PROJECT DIRECTOR

A copy is forwarded for information to:-

1. The Minister Transport & Mass Transit Department, Government of Sindh.
2. The Secretary, Transport & Mass Transit Department, Government of Sindh.
3. Master File.

FOR THE POST OF SOCIAL DEVELOPMENT SPECIALIST
Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

Master's Degree or equivalent in Social Sciences/development studies or other related fields. University degree in Applied Social Science e.g., Anthropology, Sociology, Economics, Development or Human Geography or other related fields combined with specialized experience in similar organizations may be considered In lieu of a Master's degree.

- At least 10 years of experience in community engagement, planning, implementation and management of resettlement activities, and complaints resolution/grievance redress management. Experience in the preparation of, or assisting in the preparation of, at least 5 resettlement plans for Infrastructure projects. Experience in urban settings would be an advantage.
- Strong knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies such as those pertaining to land acquisition and resettlement, labour management and protection, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups.
- Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.

Age Limit: 50 years

Total Candidates: 50 **Short listed Candidates: 01**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Amir Hamza	30	35	13	12	90		

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FOR THE POST OF GENDER SPECIALIST
Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

Master's Degree in Social Sciences, Gender and Development or Women's Studies, Management or related field.
- Specialized Training - Gender Awareness/Sensitization, Gender Based Violence, Community Engagement, Strategies Development or any other skills considered relevant for the position.
- Active Affiliations -Membership of Recognized Industry or Professional Organization
- At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.

Total Candidates: 27 **Short listed Candidates: 03** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Huma Ashar	30	30	15	15	90		
02	Nazia Mir	30	20	10	02	62		
03	Uzma Bano	30	30	15	10	85		

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FOR THE POST OF PROCUREMENT/ CONTRACT MANAGEMENT SPECIALIST
Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

A Bachelor's degree in (Civil/Electrical/Mechanical) Engineering or equivalent Master's degree in relevant discipline of Engineering or MBA/MSc/MA in Project/Procurement Management will be added advantage from HEC recognized university.
• At least 10 years of hands-on experience In procurement of goods. and consultancies. Experience on donor-funded projects shall be an important advantage. Strong experience of contract management. particularly consultancy services contracts
• Hands-on experience on the Standard Procurement Documents such as PEC (Pakistan Engineering Council) and FIDIC specification and documents with special grip on legal sides.
• Excellent written and oral communication skills in both English .and Urdu to develop and process complex technical documents. reports. papers and recommendations.
• Excellent computer skills including MS Office (Word. Excel and PowerPoint). familiarity with WB Procurement Systems (STEP) or other similar Procurement Software is a plus.

Total Candidates: 101 **Short listed Candidates: 03** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Asad Rasool	30	25	10	10	75		
02	Tariq Haque	A	A	A	A			
03	Mohsen Islam	30	40	10	12	92		
04	Zafar Iqbal	30	35	15	12	92		

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SUBJECT: **<u>KARACHI MOBILITY PROJECT (YELLOW LINE BRTS),</u>**
Constitution of Complaint Redressal Committee (CRC).

The Karachi Mobility Project is funded by the World Bank and hence the World Bank Procurement Guidelines are to be followed for the procurement of various consultancies involved. As per **Annex III** of the World Bank Procurement Guidelines **(ANNEXTURE A)**, borrower i.e. SMTA, GoS, is responsible for promptly acknowledging complaints received, resolving them promptly and fairly and for maintaining complete record of all debriefings and complaints and their resolution.

2. A Complaint Redressal Committee need to be constituted to address and resolve the complaints received during bidding process for procurement of various consultancies involved.

a) **COMPLAINT REDRESSAL COMMITTTEE:**

S.NO.	DESIGNATION	STATUS
1.	Secretary TMTD, GoS	Chairman
2.	Senior Chief (Transport and Communication), P&D, GoS	Member
3.	Representative from Finance Department, above BS-18	Member

<u>Terms of References (TORs):</u>

I. Promptly acknowledge Complaints received.
II. Resolve complaints promptly and fairly.
III. Preserve the confidentiality and proprietary information of other Applicants/Bidders/proposers/Consultants including commercial and financial information and trade secrets as requested by the Bidders/Proposers/Consultants in their Bids/Proposals.
IV. Maintain complete record of all debriefings and Complaints and their resolution.
V. For contracts subject to prior review, inform the Bank promptly of any complaint submitted and provide the Bank a copy of all relevant documents and information.
VI. For contracts subject to prior review, consult with the Bank promptly and forthrightly throughout the Complaint-review and resolution process.
VII. Perform any other function ancillary and incidental to above.

3. In view of above, the competent authority i.e. Secretary, TMTD, is requested to accord approval of above paragraph 2(a) for the constitution of Complaint Redressal Committee.

Assistant Director

4. **DIRECTOR INFRA/PROJECT (SMTA)** The above matter is of URGENT nature as the procurement process to procure Consultancy Services for Detail Design & Construction S

is already in process. ~~For the~~ and the RFP has already been issued on 6th Nov 2020. For the approval of Competent Authority please.

17/Nov/2020

5. **Project Director (KMP):**

Paragraph 4/n is endorsed.

18/11/2020

6. **MD (SMTA)** (Away)

7) **Secretary, TMTD GIOS.**

Recd
18/11/20

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Government of Sindh
Karachi Urban Mobility Project, Yellow Line BRTS
Sindh Mass Transit Authority (SMTA)

SELECTION OF PROFESSIONAL STAFF AS INDIVIDUAL CONSULTANTS / SPECIALISTS

Sindh Mass Transit Authority (SMTA) intends to hire qualified professionals against the following positions under Karachi Urban Mobility Project funded by the World Bank, initially for a period of one year (extendable subject to satisfactory performance and requirement of the Programme).

S. No.	Position	Qualification & Experience
1.	Safety, Health, Environment and Quality (SHE&Q) Specialist	Minimum Bachelor's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Preferable Master's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Foreign qualification will be considered an added advantage. • Specialized Training — ISO 9001-2015, Quality Management Systems, ISO-14001, Occupational Health & Safety, ISO-22000, Quality Assurance, or any other skills considered relevant for the position. • Active Affiliations — Membership of recognized Industry or Professional Organizations. • At least 5 years of post-qualification relevant experience in Strategic Quality, Environment, Health and Safety, Planning/ Designing, Implementing, Training, Monitoring and Evaluating SHE&Q related activities. Relevant International work experience as well as skills in Environmental Impact Assessments and Environmental Management Plans is an advantage. • Experience of working infrastructure projects (consultancy + works) / Projects funded by donor agencies shall be preferred.
2.	Gender Specialist	Master's Degree in Social Sciences, Gender and Development or Women's Studies, Management or related field. • Specialized Training — Gender Awareness/Sensitization, Gender Based Violence, Community Engagement, Strategies Development or any other skills considered relevant for the position. • Active Affiliations — Membership of Recognized Industry or Professional Organizations. • At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.
3.	Social Development Specialist	Master's Degree or equivalent in Social Sciences/development studies or other related fields. University degree in Applied Social Science e.g., Anthropology, Sociology, Economics, Development or Human Geography or other related fields combined with specialized experience in similar organizations may be considered in lieu of a Master's degree. • At least 10 years of experience in community engagement, planning, implementation and management of resettlement activities, and complaints resolution/grievance redress management. Experience in the preparation of, or assisting in the preparation of, at least 5 resettlement plans for infrastructure projects. Experience in urban settings would be an advantage. • Strong knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies such as those pertaining to land acquisition and resettlement, labour management and protection, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups. • Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.)
4.	Procurement/ Contract Management Specialist	A Bachelor's degree in (Civil/Electrical/Mechanical) Engineering or equivalent. Master's degree in relevant discipline of Engineering or MBA/MSc/MA in Project/Procurement Management will be added advantage from HEC recognized university. • At least 10 years of hands-on experience in procurement of goods, and consultancies. Experience on donor-funded projects shall be an important advantage. Strong experience of contract management, particularly consultancy services contracts • Hands-on experience on the Standard Procurement Documents such as PEC (Pakistan Engineering Council) and FIDIC specification and documents with special grip on legal sides. • Excellent written and oral communication skills in both English and Urdu to develop and process complex technical documents, reports, papers and recommendations. • Excellent computer skills including MS Office (Word, Excel, and PowerPoint), familiarity with WB Procurement Systems (STEP) or other similar Procurement Software is a plus.

- Only shortlisted candidates will be called for interview along with original documents. TA/DA shall not be admissible.
- Remuneration would be negotiable commensurating to qualification and experience of the candidate.
- Other public sector employees can also apply through proper channel.
- Interested candidates meeting the above criteria may apply by sending in the form of covering letter along with CV to yellowlinejobs@gmail.com or at the address mentioned below within 10 days of publication of this advertisement. Detailed Terms Of Reference for each position can be seen at https://bit.ly/310eZbB
- Maximum age limit is 50 years.

We are equal opportunity employer, women are encouraged to apply.

Project Director
Karachi Urban Mobility Project, Yellow Line BRTS
Sindh Mass Transit Authority (SMTA)
Block-2, Clifton, Near Bilawal Chowrangi, Karachi
Ph: 021-99332207, Ext-12

INF-KRY No. 3039/2020

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Government of Sindh
Karachi Urban Mobility Project, Yellow Line BRTS
Sindh Mass Transit Authority (SMTA)

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Ph: 021-99332207, Ext-12

INF-KRY No. 3039/2020

Revolving Fund Accounts Wing
Overseas co-ordination & Management Group,
13th Floor Head Office,
Karachi.

Dear Sir,

USD REVOLVING FUND ACCOUNT IBRD 89950-PK KARACHI URBAN MOBILITY PROJECT YELLOW LINE BRTS KARACHI

We invite a reference of State Bank of Pakistan, endorsement No FD/5781/GFAU-P7/2013 dated the 1 August-2013, and have to advise that a sum of Rs. **492,944,700.00** equivalent of USD **3,000,000.00** @ **164.3149** per US Dollar being the funds received through FRB New York by the order of International ba for Reconstruction and Development (IBRD) for RFA account 4166037307 maintained at National Ba Income Tax Building Branch Karachi in favor of Karachi Urban Mobility Project Yellow Line RTS Kara under IBRD Loan No 89950.

The executing agency may be asked to utilize the funds according to the procedure laid down in SBP lett referred to above.

(Mateen.Gul)
Assistant Chief Manager
E-mail:Mateen.Gul@sbp.org.pk

Endst No: BKG-U-10 (ICA)/ /2082-2020 of date.
Copy forwarded for information to: -

1. The Director, Finance Department GFAU SBP Karachi with reference to his letter No FD/ 1980/GFAU-2082-2020 dated 10-07-2020
2. The Director, Accounts Department, SBP BSC Head Office, Karachi.
3. The Director of Accounts, Economic Affairs Division (Accounts Wing), Block "C" Pakistan Secretariat, Islamabad.
4. The Deputy Secretary, Ministry of Finance (Budget Wing), Government of Pakistan, Islamabad.
5. The Accountant General Pak. Revenues, Sub Office, Nipa Chawrangi, Karachi.
6. The Accountant General Pak. Revenues, Foreign Aid Section, G-8/4, Islamabad.
7. The Federal Treasury Officer, Jamil Chamber, Sadder, Karachi.
8. The Provincial Treasury, behind City Court, Karachi.
9. The Secretary, Finance Department, Government of Sindh, Karachi.
10. The Manager, National Bank of Pakistan, Income Tax Building , Karachi. He is advised to ask the beneficiary to utilize the fund as per procedure.
11. The Secretary Transport and Mass Transit Department Government of Sindh Karachi.

p. Chief Manager

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حکومت سندھ

کراچی اربن موبیلیٹی پروجیکٹ، ییلو لائن BRTS

سندھ ماس ٹرانزٹ اتھارٹی (SMTA)

انفرادی کنسلٹنٹس / اسپیشلسٹس کے طور پر پروفیشنل اسٹاف کا انتخاب

سندھ ماس ٹرانزٹ اتھارٹی (SMTA) ابتدائی طور پر ایک سال کی مدت (اطمینان بخش کارکردگی اور پروگرام کی ضرورت سے مشروط قابلِ توسیع) کے لئے ورلڈ بینک کی جانب سے فنڈڈ کراچی اربن موبیلیٹی پروجیکٹ کے تحت مندرجہ ذیل اسامیوں کے مقابل کوالیفائیڈ پروفیشنلز ہائر کرنے کا خواہاں ہے

نمبر شمار	اسامی	تعلیمی قابلیت اور تجربہ
-1	سیفٹی، ہیلتھ، انوائرمنٹ اینڈ کوالٹی (SHE&Q) اسپیشلسٹ	تسلیم شدہ یونیورسٹی سے انجینئرنگ، انوائرنمنٹل سائنسز، ہیلتھ سائنسز یا ایک متعلقہ تعلیمی شعبہ میں کم از کم بیچلرز ڈگری، ترجیحاً انجینئرنگ، انوائرنمنٹل سائنسز، ہیلتھ سائنسز یا ایک متعلقہ تعلیمی شعبہ میں ماسٹرز ڈگری۔ غیر ملکی کوالیفکیشن پر ایک اضافی خصوصیت کے طور پر غور کیا جائے گا ● اضافی تربیت / ٹریننگ ISO9001-2015 کوالٹی مینجمنٹ سسٹمز، ISO-14001 کی طرز کے انوائرنمنٹل ہیلتھ اینڈ سیفٹی، ISO-22000 کوالٹی اشورنس یا کوئی دیگر سیکٹر جو اسامی کے لئے متعلق سمجھی جائے ● فعال رفاقتیں...... تسلیم شدہ صنعت یا پروفیشنل آرگنائزیشن کی رکنیت ● اسٹریٹیجک کوالٹی، انوائرمنٹ، ہیلتھ اینڈ سیفٹی پلاننگ، ڈیزائننگ، امپلی مینٹنگ، ٹریننگ، مانیٹرنگ اینڈ ایویلیوایٹنگ SHE&Q متعلقہ سرگرمیوں میں پوسٹ کوالیفکیشن متعلقہ تجربے کے 5 برس متعلقہ بین الاقوامی کام کا تجربہ نیز انوائرنمنٹل امپیکٹ اسیسمنٹس اور انوائرنمنٹل مینجمنٹ پلانز ایک نمایاں خصوصیت ہے۔ ● انفرا اسٹرکچر پروجیکٹس (کنسلٹنسی + ورکس) ڈونر ایجنسی کی جانب سے فنڈڈ پروجیکٹس پر کام کرنے کا تجربہ
-2	جینڈر اسپیشلسٹ	سوشل سائنسز، جینڈر اینڈ ڈیولپمنٹ یا ویمنز اسٹڈیز، مینجمنٹ یا متعلقہ تعلیمی شعبہ میں ماسٹرز ڈگری ● اضافی تربیت / ٹریننگ...... صنفی آگاہی / حیثیت بخشی صنف کی بنیاد پر تشدد، کمیونٹی انگیجمنٹ، انفراسٹرکچر ڈیولپمنٹ یا کوئی دیگر سیکٹر جن پر اسامی کے لئے غور کیا جا سکے ● فعال رفاقتیں...... تسلیم شدہ صنعت یا پیشہ ورانہ اداروں کی رکنیت ● کم از کم 5 برس کا پوسٹ کوالیفکیشن متعلقہ تجربہ بشمول اسی طرح کے کار حیثیت میں کم از کم 2 برس کا تجربہ نہایت مطلوب ہے
-3	سوشل ڈیولپمنٹ اسپیشلسٹ	سوشل سائنسز / ڈیولپمنٹ اسٹڈیز یا دیگر متعلقہ تعلیمی شعبوں میں ماسٹرز ڈگری یا مساوی اسی طرح کے اداروں میں خصوصی تجربہ کے ساتھ منسلک اپلائیڈ سوشل سائنس مثلاً انتھراپولوجی، سوشیالوجی، اکنامکس، ڈیولپمنٹ یا ہیومن جیوگرافی یا دیگر متعلقہ تعلیمی شعبہ جات میں یونیورسٹی ڈگری پر ماسٹرز ڈگری کی بجائے غور کیا جا سکتا ہے ● کمیونٹی انگیجمنٹ، پلاننگ، آبادکاری سرگرمیوں کی تکمیل اور انتظام اور شکایات کے حل / متاثرین کے ازالے کے انتظام میں کم از کم 10 برس کا تجربہ۔ انفرا اسٹرکچر پروجیکٹس کے لئے کم از کم 5 آبادکاری منصوبوں کی تیاری میں یا تیاری میں معاونت میں تجربہ، اربن سیٹنگز میں تجربہ اضافی قابلیت ہوگی ● متعلقہ صوبائی اور وفاقی قوانین، معیارات، ضوابط اور حکمت عملیوں مثلاً اراضی کا حصول اور آبادکاری، لیبر مینجمنٹ اور تحفظ، خصوصی تحفظ قانون سازی، میکانزم اور خواتین اور پسماندہ و غیر اہم گروپس سے متعلق مندرجات سے متعلق ٹھوس معلومات ● سوشل سیف گارڈز پالیسیوں اور فریم ورکس اور IFIs (مثلاً ورلڈ بینک) ایشین ڈیولپمنٹ بینک، ایشین انفرا اسٹرکچر انویسٹمنٹ بینک، JICA وغیرہ) کی شرائط کی تکمیل کی ٹھوس معلومات
-4	پروکیورمنٹ / کنٹریکٹ مینجمنٹ اسپیشلسٹ	(سول / الیکٹریکل / مکینیکل) انجینئرنگ میں بیچلرز ڈگری یا مساوی...... انجینئرنگ کے متعلقہ (ڈسپلن میں ماسٹرز ڈگری یا پروجیکٹ / پروکیورمنٹ مینجمنٹ میں MBA / ایم اے / ایم ایس سی اضافی طور پر سود مند ہوگی جو HEC کی تسلیم شدہ یونیورسٹی سے ہو۔ ● اعلیٰ ادارہ کنسلٹنسیز کے حصول میں کم از کم 10 سال کا عملی تجربہ۔ ڈونر فنڈڈ پروجیکٹس پر تجربہ اہم طور پر سود مند ہوگا۔ کنٹریکٹ مینجمنٹ خصوصاً کنسلٹنسیز اور کنٹریکٹس کا ٹھوس تجربہ۔ ● اسٹینڈرڈ بڈ دیگر دستاویزات جیسے PEC (پاکستان انجینئرنگ کونسل) اور FIDIC تعریفات اور دستاویزات کا عملی تجربہ بشمول قانونی سائنز پر خصوصی گرفت۔ ● انگلش اور اردو دونوں میں عمدہ تحریری اور زبانی مراسلت اسکلز، پیچیدہ ٹیکنیکل دستاویزات، رپورٹس، بریفس اور سفارشات تیار اور پروسیس کرنا۔ ● عمدہ کمپیوٹر اسکلز بشمول MS آفس (ورڈ، ایکسل اور پاور پوائنٹ) WB پروکیورمنٹ سسٹمز (STEP) یا کسی دیگر بین الاقوامی سطح کے پروکیورمنٹ سافٹ ویئر سے واقفیت اضافی سمجھا جائے گا۔

● صرف شارٹ لسٹڈ امیدواروں کو اصل دستاویزات کے ساتھ انٹرویو کے لئے بلایا جائے گا۔ T.A/D.A نہیں دیا جائے گا۔ ● مشاہرہ قابلِ گفت و شنید ہے جس کا انحصار امیدوار کی قابلیت و تجربے کے مطابق ہوگا۔

● دیگر پبلک سیکٹر ملازمتوں میں بھی ملازمین بتوسط سے درخواست دیں۔ مندرجہ بالا معیار پر پورا اترنے والے دلچسپی رکھنے والے امیدواران CV کے ساتھ کورنگ لیٹر کی فائل میں Yellowlinejobs@gmail.com کو یا مندرجہ ذیل پتے پر اشتہار ہذا کی اشاعت سے اندرون 10 یوم ارسال کرنے کے ذریعے درخواست دیں۔ ہر ایک اسامی کے لئے مفصل شرائط کار https://bit.ly/310eZhB پر ملاحظہ کئے جا سکتے ہیں۔

زیادہ سے زیادہ عمر کی حد: 50 سال

ہم مساوی مواقع والے آجر ہیں، درخواست دینے کے لئے خواتین کی حوصلہ افزائی کی جائے گی۔

روزنامہ جنگ 06 نومبر 2020 صفحہ 02

پروجیکٹ ڈائریکٹر

کراچی اربن موبیلیٹی پروجیکٹ ییلو لائن BRTS

سندھ ماس ٹرانزٹ اتھارٹی (SMTA)

بلاک-2 کلفٹن نزد بلاول چورنگی بلاک-2 کلفٹن کراچی فون: 021-99332207-Ext-12

INF/KRY-3038/2020

حڪومت سنڌ

ڪراچي اربن موبائلٽي پروجيڪٽ، BRTS Yellow لائين
سنڌ ماس ٽرانزٽ اٿارٽي (SMTA)

انفرادي ڪنسلٽنٽس/اسپيشلسٽس طور پروفيشنل اسٽاف جي چونڊ

سنڌ ماس ٽرانزٽ اٿارٽي (SMTA) ورلڊ بينڪ پاران فنڊيڊ ڪراچي اربن موبائلٽي پروجيڪٽ تحت هيٺين عهدن عيوض ڪواليفائيڊ پروفيشنلز کي هائر ڪرڻ جو ارادو رکي ٿي. شروعاتي طور هڪ سال جي مدي لاءِ (پروگرام جي گهرج ۽ اطمينان بخش ڪارڪردگي جي شرط تي توسيع جوڳو).

نمبر شمار	عهدو	لياقت ۽ تجربو
1.	سيفٽي، هيلٿ انوائرمينٽ اينڊ ڪوالٽي (SHE&Q) اسپيشلسٽ	انجنيئرنگ، انوائرمينٽل سائنسز، هيلٿ سائنسز يا واسطيدار شعبي ۾ تسليم ٿيل يونيورسٽي مان گهٽ ۾ گهٽ بيچلرز ڊگري انجنيئرنگ، انوائرمينٽل سائنسز، هيلٿ سائنسز يا واسطيدار شعبي ۾ تسليم ٿيل يونيورسٽي مان ماسٽرز ڊگري ترجيح جوڳي. پرڻهي ڪواليفڪيشن کي اضافي فائدو سمجهيو ويندو. • اسپيشلائيزڊ ٽريننگ، ISO-9001-2015، ڪوالٽي مئنيجمينٽ سسٽم، ISO-14001، آڪيوپيشنل هيلٿ اينڊ سيفٽي، ISO-22000، ڪوالٽي اشورنس يا عهدي لاءِ واسطيدار ڪي ٻيا اسڪلز غور حاصل ڪندا. • تسليم ٿيل انڊسٽري يا پروفيشنل آرگنائيزيشنز جي ايڪٽو ايفليئيشنز-ميمبر شپ. • اسٽريٽيجڪ پاليسي، انوائرمينٽ، هيلٿ اينڊ سيفٽي، پلاننگ/ ڊزائيننگ، امپليمينٽنگ، ٽريننگ، مانيٽرنگ اينڊ ايواليوئيٽنگ SHE&Q واسطيدار سرگرمين ۾ پوسٽ ڪواليفڪيشن واسطيدار تجربي جا گهٽ ۾ گهٽ 05 سال. واسطيدار بين الاقوامي ڪم جو تجربو توڙي انوائرمينٽل امپيڪٽ اسيسمينٽس اينڊ انوائرمينٽل مئنيجمينٽ پلانس ۾ اسڪلز هڪ اضافو هوندو. • ڊونر ايجنسين پاران فنڊيڊ انفراسٽرڪچر پروجيڪٽس (ڪنسلٽنسي + ورڪس)، پروجيڪٽس ۾ ڪم ڪرڻ جو تجربو ترجيح جوڳو هوندو.
2.	جينڊر اسپيشلسٽ	ماسٽرس ڊگري سوشل سائنسز، جينڊر اينڊ ڊولپمينٽ يا وومينز اسٽڊيز، مئنيجمينٽ يا واسطيدار شعبي ۾. • اسپيشلائيزڊ ٽريننگ-جينڊر اويئرنيس/ سينسٽائيزيشن، جينڊر بيسڊ وائيولينس، ڪميونٽي انگيجمينٽ، اسٽريٽجڪ ڊولپمينٽ يا ٻين ڪنهن اسڪلز کي عهدي لاءِ واسطيدار سمجهيو ويندو. • تسليم ٿيل انڊسٽري يا پروفيشنل آرگنائيزيشنز جي ايڪٽو ايفليئيشنز-ميمبر شپ. • گهٽ ۾ گهٽ 05 سالن جو پوسٽ ڪواليفڪيشن واسطيدار تجربو ساڻ هڪ گهٽ ۾ گهٽ 02 سالن جو تجربو، ساڳي نوعيت جي ذميواري ۾ نڀايل هجي.
3.	سوشل ڊولپمينٽ اسپيشلسٽ	ماسٽرز ڊگري يا مساوي سوشل سائنسز/ ڊولپمينٽ اسٽڊيز يا ٻئي واسطيدار شعبي ۾. يونيورسٽي ڊگري ايلائيڊ سوشل سائنس ۾ جهڙوڪ انٿروپولاجي، سوشيالاجي، اڪنامڪس، ڊولپمينٽ يا هيومن جاگرافي يا ٻئي واسطيدار شعبي ۾ ڪڏهن ساڳي آرگنائيزيشن ۾ اسپيشلائيزڊ تجربو ماسٽرز ڊگري جي سلسلي ۾ ترجيح جوڳو هوندو. • گهٽ ۾ گهٽ 10 سالن جو تجربو ڪميونٽي انگيجمينٽ، پلاننگ، امپليمينٽيشن ۽ مئنيجمينٽ آف ريسٽلمينٽ ايڪٽوٽيز ۽ ڪمپلينس ريزوليشن / گرئيونس ريڊريس مئنيجمينٽ ۾ هجي، انفراسٽرڪچر پروجيڪٽس لاءِ گهٽ ۾ گهٽ 05 ريسٽلمينٽ پلان جي تياري ۾ معاونت ڪرڻ يا تياري ڪرڻ ۾ تجربو. آرس سيٽنگس تجربي کي اضافي خوبي سمجهيو ويندو. • لاڳاپيل وفاقي، صوبائي ۽ مقامي قانون، اسٽينڊرڊ، ريگيوليشنز ۽ پاليسيز جهڙوڪ لين اڪيوزيشن ۽ ريسٽلمينٽ سان واسطو رکندڙ هجي. لبر مئنيجمينٽ ۽ پروٽيڪشن، اسپيشل پروٽيڪشن ليجسليشن، ميڪنزم، عورتن ۽ ٻارن ۽ ٻين اهم سمجهيو ويندڙ گروپن سان واسطو رکندڙ تشريحات جي ڄاڻ هجي. • سوشل سيف گارڊ پاليسيز ۽ فريم ورڪس ۽ IFLs ڪمپلائينس رڪوائرمينٽ جي سٺي ڄاڻ (جهڙوڪ ورلڊ بينڪ، ايشين ڊولپمينٽ بينڪ، ايشين انفراسٽرڪچر انويسٽمينٽ بينڪ، JICA وغيره).
4.	پروڪيورمينٽ / ڪانٽريڪٽ مئنيجمينٽ اسپيشلسٽ	بيچلرز ڊگري (سول/ اليڪٽريڪل/ مڪينيڪل) انجنيئرنگ ۾ يا مساوي. ماسٽر ڊگري انجنيئرنگ جي واسطيدار مضمون ۾ يا ايم بي اي/ ايم ايس سي. ايم اي پروجيڪٽ/ پروڪيورمينٽ مئنيجمينٽ ۾ HEC پاران تسليم ٿيل يونيورسٽي وٽان هڪ اضافي خوبي هوندي. • گڊز ۽ ڪنسلٽنسيز جي پروڪيورمينٽ ۾ گهٽ ۾ گهٽ ڏهن (10) سالن جو تجربو. ڊونر فنڊيڊ پروجيڪٽس جو تجربو هڪ اهم فائدو هوندو. ڪانٽريڪٽ مئنيجمينٽ، خاص طور ڪنسلٽنسي سروسز ڪانٽريڪٽس جو بهترين تجربو. • اسٽينڊرڊ پروڪيورمينٽ ڊاڪيومينٽس جهڙوڪ PEC (پاڪستان انجنيئرنگ ڪائونسل) ۽ FIDIC وضاحتن ۽ ڪانٽرن سان قانوني پاسن تي خاص گرپ تي وسيع تجربو. • ڊولپ ۽ پروسيس ڪامپليڪس ٽيڪنيڪل ڪاغذ، رپورٽس، پيپرز ۽ ريڪمينڊيشنز جو بنهي انگلش ۽ اردو ٻنهي ۾ ڳالهائڻ ۽ لکڻ ۾ اعليٰ مهارت. • ڪمپيوٽر جي اعليٰ بهترين ڄاڻ بشمول MS آفيس، ورڊ، ايڪسل، پاور پوائنٽ ۽ WB پروڪيورمينٽ سسٽم (STEP) سان هم آهنگي ۽ ٻيا ساڳيا پروڪيورمينٽ سافٽ ويئر هڪ اضافو آهي.

- صرف شارٽ لسٽ ڪيل اميدوارن کي اصلي دستاويزات سان گڏ انٽرويو لاءِ گهرايو ويندو. ٽي اي/ ڊي اي نه ڏنو ويندو.
- آخري بابت اميدوار جي لياقت ۽ تجربي جي آڌار تي ڳالهه ٻولهه ڪئي ويندي.
- سرڪاري شعبي جا ٻيا ملازم ٺهرايل چينل ذريعي درخواست ڪري سگهن ٿا.
- مٿين معيار تي پورو لهندڙ دلچسپي رکندڙ اميدوار هن اشتهار جي اشاعت جي 10 ڏينهن اندر سي وي سان گڏ ڪورنگ ليٽر جي صورت ۾ Yellowlinejobs@gmail.com تي اماڻين يا هيٺ ڄاڻايل ايڊريس تي درخواست ڪري سگهن ٿا. هر هڪ عهدي لاءِ تفصيلي ٽرمس آف ريفرنس https://bit.ly/310eZbB تي ڏسي سگهجن ٿا.
- وڌ ۾ وڌ عمر جي حد 50 سال.

اسان ملازمت جا مساوي موقعا فراهم ڪندڙ آهيون. عورتن کي درخواست ڏيڻ لاءِ همٿائجي ٿو.

روزنامه ڪاوش 06 نومبر 2020
بروز جمعه صفحه 03

پروجيڪٽ ڊائريڪٽر
ڪراچي اربن موبائلٽي پروجيڪٽ،
BRTS Yellow لائين
سنڌ ماس ٽرانزٽ اٿارٽي (SMTA)
بلاڪ_2، ڪلفٽن، ويجهو بلاول چورنگي،
بلاڪ_2 ڪلفٽن ڪراچي.
فون: 021_99332207 ايڪسٽينشن:12

INF-KRY No.3039/2020

4119

No. SMTA/AD-CONSULTANTS/2020/2071
GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: 5th November, 2020

To,

The Director (Advertisement),
Information & Archives Department,
Government of Sindh,
Karachi.

SUBJECT: **SELECTION OF PROFESSIONAL STAFF AS INDIVIDUAL CONSULTANTS / SPECIALISTS**

I am directed to refer to the subject noted above and to enclose herewith seven (07) copies of Job opportunities captioned as **"SELECTION OF PROFESSIONAL STAFF AS INDIVIDUAL CONSULTANTS / SPECIALISTS".**

It is requested to publish the same in the THREE (03) daily newspapers namely "The Dawn", "The Jang" and "The Kawish" and sent a copy of each to this office.

The bill of the advertisement may be furnished to this office for payment in due course of time.

5/11/2020

DIRECTOR
ADMINISTRATION & HR

A copy is forwarded for information to:

PS

1. Project Director, Yellow Line, GoS.
2. PS to the Minister, Transport & Mass Transit.
3. PS to the Secretary, Transport & Mass Transit Department, GoS.
4. PS to the Managing Director, Sindh Mass Transit Authority, GoS.
5. Master / Recruitment file

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Government of Sindh
Karachi Urban Mobility Project, Yellow Line BRTS
Sindh Mass Transit Authority (SMTA)

SELECTION OF PROFESSIONAL STAFF AS INDIVIDUAL CONSULTANTS / SPECIALISTS

Sindh Mass Transit Authority (SMTA) intends to hire qualified professionals against the following positions under Karachi Urban Mobility Project funded by the World Bank, initially for a period of one year (extendable subject to satisfactory performance and requirement of the Programme).

S.No	Position	Qualification & Experience
1.	**Safety, Health, Environment and Quality (SHE&Q) Specialist**	Minimum Bachelor's degree in engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Preferable Master's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Foreign qualification will be considered an added advantage. • Specialized Training – ISO 9001-2015, Quality Management Systems, ISO-14001, Occupational Health & Safety, ISO-22000, Quality Assurance, or any other skills considered relevant for the position. • Active affiliations – Membership of recognized Industry or Professional Organizations. • At least 5 years of post-qualification relevant experience in Strategic Quality, Environment, Health and Safety, planning/designing, implementing, training, monitoring and evaluating SHE&Q related activities. Relevant International work experience as well as skills in Environmental Impact Assessments and Environmental Management Plans is an advantage. • Experience of working infrastructure projects (consultancy + works) / Projects funded by donor agencies shall be preferred.
2.	**Gender Specialist**	Master's Degree in Social Sciences, Gender and Development or Women's Studies, Management or related field. • Specialized Training – Gender Awareness/Sensitization, Gender Based Violence, Community Engagement, Strategies Development or any other skills considered relevant for the position. • Active affiliations – Membership of Recognized Industry or Professional Organizations. • At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.
3.	**Social Development Specialist**	Master's Degree or equivalent in Social Sciences/development studies or other related fields. University degree in applied Social Science, e.g., Anthropology, Sociology, Economics, Development or Human Geography or other related fields combined with specialized experience in similar organization/s, may be considered in lieu of a Master's degree. • At least 10 years of experience in community engagement, planning, implementation and management of resettlement activities, and complaints resolution/grievance redress management. Experience in the preparation of, or assisting in the preparation of, at least 5 resettlement plans for infrastructure projects. Experience in urban settings would be an advantage. • Strong knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies such as those pertaining to land acquisition and resettlement, labour management and protection, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups. • Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.)
4.	**Procurement /Contract Management Specialist**	A Bachelor's degree in (Civil/Electrical/Mechanical) Engineering or equivalent. Master 's degree in relevant discipline of engineering or MBA/MSc/MA in Project/Procurement Management will be added advantage from HEC recognized university • At least 10 years of hands-on experience in procurement of goods, and consultancies. Experience on donor-funded projects shall be an important advantage. Strong experience of contract management, particularly consultancy services contracts • Hands on experience on the Standard Procurement documents such as PEC (Pakistan Engineering Council) and FIDIC specification and documents with special grip on legal sides. • Excellent written and oral communication skills, in both English and Urdu, to develop and process complex technical documents, reports, papers and recommendations • Excellent computer skills including MS Office (Word, Excel, and PowerPoint), familiarity with WB Procurement systems (STEP) or other similar Procurement software is a plus.

- Only Shortlisted candidates will be called for interview along with original documents. TA/D.A shall not be admissible.
- Remuneration would be negotiable commensurating to qualification and experience of the candidate.
- Other public sector employees can also apply through proper channel.
- Interested candidates meeting the above criteria may apply by sending in the form of covering letter along with CV to **yellowlinejobs@gmail.com** or at the address mentioned below within 10 days of publication of this advertisement. Detailed Terms Of Reference for each position can be seen at **https://bit.ly/3l0eZbB**
- Maximum age limit 50 years.

We are equal opportunity employer, women are encouraged to apply.

Project Director
Karachi Urban Mobility Project, Yellow Line BRTS
Sindh Mass Transit Authority (SMTA)
Block-2, Clifton, Near Bilawal Chowrangi‹ Block 2 Clifton, Karachi.
Ph 021-99332207-Ext-12

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Government of Sindh
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3.	Social Development Specialist	Master's Degree or equivalent in Social Sciences/development studies or other related fields. University degree in Applied Social Science e.g., Anthropology, Sociology, Economics, Development or Human Geography or other related fields combined with specialized experience in similar organizations may be considered in lieu of a Master's degree. • At least 10 years of experience in community engagement, planning, implementation and management of resettlement activities, and complaints resolution/grievance redress management. Experience in the preparation of, or assisting in the preparation of, at least 5 resettlement plans for infrastructure projects. Experience in urban settings would be an advantage. • Strong knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies such as those pertaining to land acquisition and resettlement, labour management and protection, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups. • Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.)
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INF-KRY No. 3039/2020

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INF-KRY No. 3039/2020

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GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

No. PD/YLC/SMTA/2070/2020

Karachi Dated: November 05, 2020

NOTE FOR THE SECRETARY
TRANSPORT & MASS TRANSIT DEPARTMENT, SINDH

SUB: ***HIRING OF INDIVIDUAL CONSULTANTS/SPECIALISTS FOR KARACHI URBAN MOBILITY PROJECT, YELLOW LINE BRTS.***

Pursuant to approval accorded by your good office as at paragraph 10 on Yellow Line BRTS, SMTA's Note of even No. dated 27-10-2020 **(Annexure-A)**, A detailed information regarding the selection process and hiring of candidates for the roles of Financial Management Specialist (FMS), Procurement/ Contract Management Specialist (PCMS) and Communication Specialist (CS) was communicated to the Task Team Leader (TTL) of World Bank vide email dated 20-11-2020, beside email communication the World Bank team was also engaged to have final words with the selected candidates. Based on the conversation with the selected candidates the bank suggested to re-advertise the PCMS position in addition the bank also recommended Mr. Javaid Islam (candidate no. 3 in order of merit) for the position of FMS instead of Miss Kanza Aslam Memon. The reason to decline her selection was the Bank's Policy to not hire any employee who is already working on similar nature of assignment with the bank, so other projects do not suffer due to employee leaving the project / assignment. Accordingly, Miss Kanza Aslam is working as Internal Auditor with additional charge of FMS in Karachi Neighborhood Improvement Project (KNIP) and Mr. Sanjay Kumar (No. 2 in order of merit) is working as FMS in federal EPI Cell, Ministry of National Health Sciences, Government of Pakistan, that's why their candidature was not considered by the Bank and recommended to re-advertise the position **(Annexure-B)**.

2. Furthermore, in accordance with the World Bank's virtual supervision mission letter dated 07.10.2020 **(Annexure-C)** and the agreed action plan, the following positions are required to be advertised.

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i. Safety, Health Environmental & Quality Specialist.
ii. Gender Specialist.
iii. Social Development Specialist.

3. Terms of Reference (TOR) of these positions have been agreed with the bank as well as advertisement has been drafted **(Annexure-D)**.

4. It is further informed that a selection committee is already notified by the SGA&CD vide notification of even No. dated 24-09-2020 **(Annexure-E)**.

5. In this regard it is requested to approve Procurement/Contract Management Specialist position as recommended by the Bank along with positions mentioned in paragraph 2/n above as well as draft advertisement to be sent to Information Department, Government of Sindh, for publishing in the well circulated newspapers.

7/11/2020.

(IMRAN BHATTI)
PROJECT DIRECTOR
YELLOW LINE BRTS

6. MANAGING DIRECTOR, SMTA

05/11/2020

7. SECRETARY, TRANSPORT & MASS TRANSIT DEPARTMENT.

OK
5/11

MD/PD.

2070
05-11-2020

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THE WORLD BANK | WORLD BANK GROUP

January 20, 2020

Mr. Syed Awais Qadir Shah
Minister
Transport & Mass Transit Department
Government of Sindh
Karachi

Dear Mr. Shah:

Subject-Karachi Mobility Project "Yellow Bus Rapid Transit Corridor"
Detail Designs/Supervision Consultant and Project Management Team

I would like to thank you for the meeting that took place in Karachi on January 16th to discuss the launch of the implementation of the Karachi Mobility Project. The Loan Agreement of the Project (8995-PK) was signed and became effective on November 26, 2019.

As agreed, I would like to request your close attention to the following critical issues, so the Project is on track for implementation as per the project agreement:

- Publication of the Expression of Interest for the Detail Designs and Supervision Consultant by January 24, 2020.
- Assignment of a Project Director by February 15, 2020 to lead the Project Management Team. Please share with us the notification of the Project Director once issued so we take note of it.
- Hiring of six specialist positions from the market and on competitive basis to form the Project Management Team by March 31, 2020. These are: Procurement, Financial Management, Environment, Social, Gender and Communications specialists whose jobs' description have been agreed with SMTA several months ago. These positions will be funded from SMTA's budget. Please share with us the advertisement of these positions once published.
- Additional engineering and technical staff may be hired as per PC-1 requirement before commencement of civil works and taking into consideration the results of the ongoing batch recruitment that SMTA is doing in order to avoid duplication of hiring.

Once again, I thank you for your commitment to this Project and I look forward to continuing our support to the Government of Sindh in implementing a world class mobility system in Karachi that will be a model for other mega cities around the world.

Sincerely yours,

Said Dahdah
Senior Transport Specialist
Task Team Leader

Government of Sindh
Sajid Jamal Abro, Principal Secretary to the Chief Minister
Mr. Muhammad Wassim, Chairman Planning and Development Board
Mr. Ghulam Abbas Ditho, Secretary, Transport & Mass Transit, Department
Mr. Iqtidar Ahmed, Managing Director, Sindh Mass Transit Authority
Mr. Muhammad Yousaf Munir, Director (Infrastructure), Sindh Mass Transit Authority
Mr. Yazim Ali Shah, Acting Director (Administration & HR), Sindh Mass Transit Authority

implement the Project, rather than setting up an exclusive standalone Project Implementation Unit.

32. **Stakeholder consultation and an effective communication strategy will be critical.** The Project has carried out extensive consultations with all stakeholders, including KMC, KDA, Transport Ittihad, Korangi Association of Trade and Industry (KATI), local administration, Non-Government Organizations (NGO) and others, and will continue stakeholder engagement throughout Project implementation.

III. IMPLEMENTATION ARRANGEMENTS

A. Institutional and Implementation Arrangements

33. **Implementation period of the Project is planned for six and a half (6.5) years (July 2019 to December 2025).**

34. **The Project's Implementation Arrangements cannot be designed in isolation of the existing institutional arrangements in the urban transport sector.** SMTA remains a nascent and understaffed authority, and needs support to be able to plan, design, implement and manage mass transit systems in Karachi and other cities of Sindh. Its organogram shows 69 professional positions, of which only 19 have been filled.

35. **International experience finds that SMTA should focus on defining a policy for transport integration in Sindh, including regulations, strategic planning, and design of mass transit systems.** For this, SMTA shall select staff with the required background who will be further trained to implement these activities throughout the Project lifecycle. SMTA may delegate some of its functions to TransKarachi, especially the management of the operations and maintenance of the mass transit corridors once they are built.

36. **Project oversight will be the responsibility of the SMTA Board.** A separate Project Steering Committee is not envisaged as all concerned stakeholders are already part of the SMTA Board. The Board may co-opt any person as a Member of the Board for any particular purpose, but such person shall not have right of vote. SMTA and Sindh Transport and Mass Transit department will ensure meetings of SMTA Board are held regularly i.e. at least once a month for the first year of Project implementation.

37. **The Project does not envisage a separate standalone Project implementation unit.** An internal Project Management Team (PMT) comprising of existing SMTA staff will be notified and will be supported by management and technical consultants as necessary. This arrangement will allow the Project to build SMTA's capacity, which is not possible with a Project Implementation Unit (PIU) model that is normally staffed with individual consultants. The Project Management Team will consist of staff from the Directorates of Planning, Projects, Bus Operations, ITS and Business Development. The Project Director is expected to be notified before no later than one month after Project effectiveness. SMTA has already started the process of hiring key positions including specialists on Environment, Communications and Gender, and Secretary of Board. Moreover, SMTA plans to continue the recruitment process by onboarding social, procurement, financial and contract management specialists. All the above positions will be filled no later than one month after Project effectiveness. Additional engineering and technical staff will be hired as per requirement before commencement of civil works.

38. The Project Management Team will receive support from a dedicated infrastructure Project

Project's objectives; and (b) overall Project performance against Project monitoring indicators. A Mid-Term Review will be undertaken not later than 36 months after Effectiveness to more comprehensively assess implementation progress and set out any measures to ensure continued efficient implementation and the achievement of the PDO by the Project's closing date.

C. Sustainability

45. **The PPP arrangements for the operations and maintenance of the BRT system will ensure sustainability of quality services delivered by private operators.** A Concessionaire will be selected through an international competitive bidding process to finance, operate and maintain bus operation and IITS services and to manage the stations along the Yellow Corridor. The World Bank may also offer a credit enhancement to the prospective bidders for the (Operations and Management) O&M contract in the form of a payment (and/or loan) Guarantee, which will lower the risk and widen the competition, thus contributing to the long-term financial sustainability of the system.

46. **The Project infrastructure will be disaster and climate resilient**. The structures will conform to the relevant codes related to earthquake zoning and will also ensure adequate surface and sub-surface drainage is built into the infrastructure design to cater to any potential flooding. Weather resistant material will be used for the road construction. The paving material will be such that it will withstand extreme weather conditions of heavy rains and high temperatures. The surface material will be specially selected to resist water and prevent it to be washed away. Storm water drainage system will be constructed along the corridor to avoid flooding of the road. The capacity of the drainage system is designed in anticipation with extreme weather conditions predicted under international climate change models for Karachi region to cater for maximum storm water runoff.

47. **The proposed Project will focus on climate change adaptation and mitigation measures and other environmental Co-Benefits.** It will shift road users from polluting transport modes (e.g. old, poorly maintained buses and motorcycles) to lower carbon modes (e.g. cleaner BRT buses and non-motorized transport) and ensure better traffic flow, and use climate-resistant material for road construction, an appropriate drainage system and incorporate features at Stations to attenuate heat waves. It will also reconstruct the existing Jam Sadiq bridge crossing the Malir river and will construct a new one parallel to it doubling the road link's capacity. Similarly, it will reconstruct the southern side of the Kala-Pull bridge.

48. **A storm water drainage system will be constructed for the underpasses.** The underpass roads will be sloped to collect water at grates that will lead to the drainage pipe and collection pits. Submersible pumps will be installed at the collection pits to discharge storm water to the nearby storm water drain network. A set of submersible pumps will also be added to serve as backup pumps. The capacity and the number of collection pits and submersible pumps will be computed based on extreme weather conditions predicted under international climate change models for Karachi region. Generators will be installed at each underpass as a power backup for the submersible pumps because of power outage issues during rainy season.

49. **The Project is also ensuring institutional sustainability by building capacity within the SMTA.** The Project will be implemented through SMTA's staff, rather than setting up a separate Project implementation unit. This will ensure long term ability of SMTA to implement and manage other mass transit Projects in Karachi and other cities in Sindh.

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GOVERNMENT OF SINDH,
TRANSPORT & MASS TRANSIT
DEPARTMENT

Summary No. 61, dated 24-01-20

SUMMARY FOR CHIEF MINISTER, SINDH

SUBJECT: ***HIRING OF INDIVIDUAL CONSULTANTS FOR URBAN MOBILITY PROJECT (YELLOW LINE BRTS).***

The World Bank team carried out the Appraisal mission during the period April 20th to May 3rd 2019. It was proposed by the World Bank mission that the current strength of SMTA human resource is not meeting the demand of increasing work load undertaken by the Sindh Mass Transit Authority. With the current meager technical resources, the SMTA has taken various initiatives for development of BRTS projects that include Orange, Yellow, Red Line, VICS, Construction of Bus terminals, Inter and Intercity and mega KCR project.

2 In view of the above, circumstance as stated above, it is proposed by the World Bank team that the services of below mentioned Individual Consultants/ Specialist that include professional staff may be hired on contractual basis for period of one (01) year (on market base salary) initially on performance basis to smoothly run the affairs of the project. The letter from World Bank is at **(Annexure-I)**.

S.#.	Description of Professional
1.	Environmental Specialist
2.	Communication Specialist
3.	Gender Specialist
4.	Social Specialist
5.	Procurement / Contract Management Specialist
6.	Financial Management Specialist

3. The Terms of Reference (ToRs) and key responsibilities of these specialists are shared and discussed with the World Bank team **(Annexure-II)**. The requirements of these specialist positions are mentioned in the Project Appraisal Document (Para 37) (Annexure-III). The World Bank has emphasized on the urgency of hiring these positions.

Cont'ed on Page-2

GOVERNMENT OF SINDH
FINANCE DEPARTMENT

SUBJECT: **HIRING OF INDIVIDUAL CONSULTANT FOR URBAN MOBILITY PROJECT (YELLOW LINE BRTS)**

7. Transport & Mass Transit Department has proposed the hiring of individual consultants/ specialists for six positions on contractual basis for the implementation of urban mobility project (Yellow Line BRTS)

8. However, Transport & Mass Transit Department has not clearly reflected whether these consultants/ specialists will be staffed in Sindh Mass Transit Authority's core operational team or will be hired temporarily for implementation of Yellow Line BRTS only.

9. Finance Department is of view that as per Para-4 of Summary, Sindh Mass Transit Authority may be allowed to hire the services of Individual Consultants/ Specialist from its own recourses/ within existing budgetary allocation of Rs.200.00 million, after fulfilling all requisite codal formalities.

10. Honourable Chief Minister, Sindh may like to approve para-9 above.

18/3

(SYED HASSAN NAQVI)
SECRETARY FINANCE

11. CHIEF SECRETARY SINDH 27/4/20

12. CHIEF MINISTER SINDH

Para 9 is approved.
28/4/2020

CS
29/4/20

Secy Transport,
Please issue N.O.C. to hire the services of consultants
30/4/2020

PS TO CS DINO. 1782 DATED 19/3/2020

1782
27/4/2020

SUMMARY SECTION
C.M.S/OUTWARD No. 1013
DATE 29.04.2020

RECEIVED IN CS HOUSE
1419
DATED 29/04/2020

(BSE X) 2090 28/3

As per Aide-memoire document signed between World Bank and Sindh Mass Transit Authority (SMTA), wherein, it is responsibility of SMTA to hire the services of above mentioned Specialists/Consultants at **(Annexure-IV)**.

5. The Honorable Chief Minister, Sindh may like to approve para-2/n above.

(GHULAM ABBAS DETHO)
Secretary to Government of Sindh

5. MINISTER, TRANSPORT & MASS TRANSIT

6. CHAIRMAN, (P&D) BOARD.

7. SECRETARY, FINANCE DEPTT.

8. CHIEF SECRETARY, SINDH

9. CHIEF MINISTER, SINDH

GOVERNMENT OF SINDH
PLANNING & DEVELOPMENT
DEPARTMENT

SUBJECT: **HIRING OF INDIVIDUAL CONSULTANTS FOR URBAN MOBILITY PROJECT (YELLOW LINE BRTS)**

6. The World Bank loan for the project has been effective from 26th November, 2019 (**Annexure-V**) besides Sindh Mass Transit Authority has invited EoI for procurement of Consultancy Services for the preparation of detail design (**Annexure-VI**). To run the affairs of project smoothly, the proposal of Transport & Mass Transit Department at para-2 of the summary on contractual basis for one year may be considered for approval.

28/2/2020

(Muhammad Waseem)
Chairman
Planning & Development Board

7. **SECRETARY, FINANCE**

8. **CHIEF SECRETARY, SINDH**

9. **CHIEF MINISTER, SINDH**

S.F.O

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Government of Sindh
Karachi Urban Mobility Project, Yellow Line BRTS
Sindh Mass Transit Authority (SMTA)

SELECTION OF PROFESSIONAL STAFF AS INDIVIDUAL CONSULTANTS / SPECIALISTS

Sindh Mass Transit Authority (SMTA) intends to hire qualified professionals against the following positions under Karachi Urban Mobility Project funded by the World Bank, initially for a period of one year (extendable subject to satisfactory performance and requirement of the Programme).

S. No.	Position	Qualification & Experience
1.	Safety, Health, Environment and Quality (SHE&Q) Specialist	Minimum Bachelor's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Preferable Master's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Foreign qualification will be considered an added advantage. • Specialized Training — ISO 9001-2015, Quality Management Systems, ISO-14001, Occupational Health & Safety, ISO-22000, Quality Assurance, or any other skills considered relevant for the position. • Active Affiliations — Membership of recognized Industry or Professional Organizations. • At least 5 years of post-qualification relevant experience in Strategic Quality, Environment, Health and Safety, Planning/ Designing, Implementing, Training, Monitoring and Evaluating SHE&Q related activities. Relevant International work experience as well as skills in Environmental Impact Assessments and Environmental Management Plans is an advantage. • Experience of working Infrastructure projects (consultancy + works) / Projects funded by donor agencies shall be preferred.
2.	Gender Specialist	Master's Degree in Social Sciences, Gender and Development or Women's Studies, Management or related field. • Specialized Training — Gender Awareness/Sensitization, Gender Based Violence, Community Engagement, Strategies Development or any other skills considered relevant for the position. • Active Affiliations — Membership of Recognized Industry or Professional Organizations. • At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.
3.	Social Development Specialist	Master's Degree or equivalent in Social Sciences/development studies or other related fields. University degree in Applied Social Science e.g., Anthropology, Sociology, Economics, Development or Human Geography or other related fields combined with specialized experience in similar organizations may be considered in lieu of a Master's degree. • At least 10 years of experience in community engagement, planning, implementation and management of resettlement activities, and complaints resolution/grievance redress management. Experience in the preparation of, or assisting in the preparation of, at least 5 resettlement plans for infrastructure projects. Experience in urban settings would be an advantage. • Strong knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies such as those pertaining to land acquisition and resettlement, labour management and protection, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups. • Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.)
4.	Procurement/ Contract Management Specialist	A Bachelor's degree in (Civil/Electrical/Mechanical) Engineering or equivalent. Master's degree in relevant discipline of Engineering or MBA/MSc/MA in Project/Procurement Management will be added advantage from HEC recognized university. • At least 10 years of hands-on experience in procurement of goods, and consultancies. Experience on donor-funded projects shall be an important advantage. Strong experience of contract management, particularly consultancy services contracts • Hands-on experience on the Standard Procurement Documents such as PEC (Pakistan Engineering Council) and FIDIC specification and documents with special grip on legal sides. • Excellent written and oral communication skills in both English and Urdu to develop and process complex technical documents, reports, papers and recommendations. • Excellent computer skills including MS Office (Word, Excel, and PowerPoint), familiarity with WB Procurement Systems (STEP) or other similar Procurement Software is a plus.

- ➢ Only shortlisted candidates will be called for interview along with original documents. TA/DA shall not be admissible.
- ➢ Remuneration would be negotiable commensurating to qualification and experience of the candidate.
- ➢ Other public sector employees can also apply through proper channel.
- ➢ Interested candidates meeting the above criteria may apply by sending in the form of covering letter along with CV to yellowlinejobs@gmail.com or at the address mentioned below within 10 days of publication of this advertisement. Detailed Terms Of Reference for each position can be seen at https://bit.ly/310eZbB
- ➢ Maximum age limit is 50 years.

Daily Dawn Friday, 06 Nov. 2020 Page # 08

We are equal opportunity employer, women are encouraged to apply.

Project Director
Karachi Urban Mobility Project, Yellow Line BRTS
Sindh Mass Transit Authority (SMTA)
Block-2, Clifton, Near Bilawal Chowrangi, Karachi
Ph: 021-99332207, Ext-12

INF-KRY No. 3039/2020

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Gmail

Project Director <pd.kmp.ylc@gmail.com>

f Shortlisted Candidates for PCMS, GS, SDS and SHE&Q

Said Dahdah <sdahdah@worldbank.org>
To: Project Director <pd.kmp.ylc@gmail.com>
Cc: Hasan Afzal Zaidi <hzaidi@worldbank.org>, Haider Raza <hraza@worldbank.org>

Wed, Dec 16, 2020 at 2:47 PM

Dear Mr. Imran,

Apologies for the delayed response but it us a while to go over all the candidates.

- I would like to confirm that current Domicile should not be a factor not to shortlist a candidate, obviously if selected he/she needs to establish a residency in Karachi and reside permanently in Karachi.
- Our rule of not shortlisting existing PIUs staff of other bank's financed projects in Pakistan remains the same . However since few of them indicated that they are leaving their current position anyway, then it is ok to interview them , BUT if selected you still need to get it cleared by us first so we double check their exact status . We don't want them to be pretending leaving their job so they get an interview with you. Ideally we would want them to have left their current job before the interview and without any guarantee from you that they will be selected for this job.

Based on the information you shared with us , we recommend the following candidates to be interviewed.

1. **Environment Specialist Position**

- Syed Jalal Abbas Jafri
- Raheel Ahmed
- Muhammad Ahmed
- Adnan Saleem Khan
- Zeeshan Khan Afridi
- Jibran Khalid Kidwai – His final selection will be pending on getting it approved by us since he is currently working on another WB project in Sindh
- Um-e-Aiman

2. **Social Development Specialist**

- Amir Hamza – His final selection will be pending his confirmation that he has completed his residency requirement for his PhD in China and that he will be able to manage his job while writing a PhD dissertation

3. **Gender Specialist Position**

- Human Ashar
- Nazia Mir
- Uzma Bano – Her final selection will be pending on getting it approved by us since she is currently working on another WB project in Karachi

4. **Procurement Specialist**

- ASAD RASOOL
- Tariq Haque
- Mohsen Islam Khan

Zafar Iqbal

[illegible]se proceed with the interviews and let us know the outcome so we meet with your selected candidate for each position before you extend them a job offer.

Best regards

Said

From: Project Director <pd.kmp.ylc@gmail.com>
Sent: Thursday, November 26, 2020 10:29 AM
To: Said Dahdah <sdahdah@worldbank.org>
Cc: Hasan Afzal Zaidi <hzaidi@worldbank.org>; Haider Raza <hraza@worldbank.org>
Subject: CVs of Shortlisted Candidates for PCMS, GS, SDS and SHE&Q

[External]

Dear Mr. Said.

[Quoted text hidden]

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GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

SUBJECT: MINUTES OF THE THIRD AND FOURTH MEETINGS FOR HIRING OF "SPECIALISTS" FOR KARACHI URBAN MOBILITY PROJECT – YELLOW LINE BRTS IN SMTA.

The third and fourth meetings of Selection Committee for recruitment of specialists on contractual basis for a period of one year for implementation of Karachi Urban Mobility Project Yellow Line – BRTS, Sindh Mass Transit Authority (SMTA) were held on December 29, 2020 at 2:00PM and on January 5, 2021 at 10:00 AM, respectively, in the office of Managing Director, SMTA.

Following officers attend the meetings:
1. Managing Director, Sindh Mass Transit Authority, Government of Sindh
2. Project Director, Project Management Team, BRTs Yellow Line.
3. Additional Secretary (Services-II), SCA&C Department, Government of Sindh
4. Chief Consultant, Transport & Mass Transit Department, Government of Sindh
5. Director Finance, PPP Unit, Finance Department, Government of Sindh

The Committee held interviews for the positions of Safety, Health, Environment and Quality Specialist, Social Development Specialist, Gender Specialist, and Procurement/Contract Management Specialist on aforementioned days. The Committee reviewed the following criteria mentioned in respective terms of references for the positions and in the advertisement dated November 6, 2020.

SAFETY, HEALTH, ENVIRONMENT AND QUALITY SPECIALIST:

QUALIFICATION:

i. Minimum Bachelor's degree In Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Preferable Master's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Foreign qualification will be considered an added advantage.

ii. Specialized Training - ISO 9001-2015, Quality Management Systems, IS0-14001, Occupational Health & Safety, IS0-22000, Quality Assurance, or any other skills considered relevant for the position.

iii. Active Affiliations -Membership of recognized Industry or Professional Organizations.

EXPERIENCE:

iv. At least 5 years of post-qualification relevant experience in Strategic Quality, Environment, Health and Safety, Planning/ Designing., Implementing, Training., Monitoring and Evaluating SHE&Q related activities. Relevant international work experience as well as skills in Environmental Impact Assessments and Environmental Management Plans is an advantage.

v. Experience of working infrastructure projects (consultancy works I Projects funded by donor agencies shall be preferred.

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

SOCIAL DEVELOPMENT SPECIALIST:

QUALIFICATION:

i. Master's degree or equivalent in Social sciences/ development studies or other related fields. University degree in Applied Social Sciences e.g. Anthropology, Sociology, Economics, Development or Human Geography or other related fields combined with specialized experience in similar organizations may be considered in lieu of a Masters degree.

EXPERIENCE:

ii. At least 10 years of experience in community engagement, planning, implementation and management of resettlement preparation of at least 5 resettlement plans for infrastructure projects. Experience in urban setting would be an advantage.

iii. Strong knowledge of relevant Federal, Provincial and local Laws, standard regulations and policies such as those pertaining to land acquisition and resettlement, labor management and protection, special protection legislation, mechanism and provisions pertaining to women and vulnerable and marginalized groups.

iv. Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.

GENDER SPECIALIST:

QUALIFICATION:

i. Master's Degree in Social Sciences, Gender and Development or Women's Studies, Management or related field.

ii. Specialized Training - Gender Awareness/Sensitization, Gender Based Violence, Community Engagement, Strategies Development or any other skills considered relevant for the position.

iii. Active Affiliations -Membership of Recognized Industry or Professional Organization.

EXPERIENCE:

iv. At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.

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GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

PROCUREMENT/CONTRACT MANAGEMENT SPECIALIST:

QUALIFICATION:

i. A Bachelor's degree in (Civil/Electrical/Mechanical) Engineering or equivalent Master's degree in relevant discipline of Engineering or MBA/MSc/MA in Project/Procurement Management will be added advantage from HEC recognized university.

EXPERIENCE:

ii. At least 10 years of hands-on experience in procurement of goods, and consultancies. Experience on donor-funded projects shall be an important advantage. Strong experience of contract management, particularly consultancy services contracts

iii. Hands-on experience on the Standard Procurement Documents such as PEC (Pakistan Engineering Council) and FIDIC specification and documents with special grip on legal sides.

iv. Excellent written and oral communication skills in both English .and Urdu to develop and process complex technical documents, reports, papers and recommendations.

v. Excellent computer skills including MS Office (Word, Excel and PowerPoint), familiarity with WB Procurement Systems (STEP) or other similar Procurement Software is a plus.

Based on the above conditions the committee agreed for the following marking criteria:

S.No	Criteria	Marks
1.	Qualification (Master or above 100%)	30
2.	Relevant Experience (up to 5 years 100%)	40
3.	Communication Skills	15
4.	Inter Personal Skills	15
	TOTAL	**100**

As per the list of shortlisted candidates carried out in consultation with the World Bank, Seven (7) candidates for the post of Safety, Health, Environment and Quality Specialist, One (1) candidate for the post of Social Development Specialist, three (3) candidates for the post of Gender Specialistand four (4) candidates for the post of Procurement/Contract Management Specialist were called for interviews. Thirteen (13) candidates appeared before the Committee on ZOOM vide meeting ID NO. 833 3678 7182, One candidate, Zafar Iqbal, for the post of Procurement/Contract Management Specialist, appeared in person before the Committee and one candidate, Tariq Haque, for the post of Procurement/Contract Management Specialist, regretted the interview.

Committee assessed/interviewed the following fourteen candidates on the basis of interviews andmarking criteria as mentioned supra as well as negotiated expected remunerations.

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

SAFETY, HEALTH, ENVIRONMENT & QUALITY SPECIALIST			
S.No	Name of Candidate	AggregateMarks	Negotiated Remuneration
1.	Jibran Khalid Kidwai	96	280K
2.	Muhammad Ahmed	91	300K
3.	Syed Jalal Abbas Jafri	85	200K
4.	Ume Aiman	80	150K
5.	Raheel Ahmed	78	170K
6.	Zeeshan Khan Afridi	74	200K
7.	Adnan Saleem Khan	69	300K

SOCIAL DEVELOPMENT SPECIALIST			
S.No	Name of Candidate	AggregateMarks	Negotiated Remuneration
1	Amir Hamza	87	350K

GENDER SPECIALIST			
S.No	Name of Candidate	Aggregate Marks	NegotiatedRemuneration
1.	Huma Ashar	90	100K+
2.	UzmaBano	86	370K-400K
3.	Nazia Mir	67	60K-80K

PROCUREMENT/CONTRACT MANAGEMENT SPECIALIST			
S.No	Name of Candidate	Aggregate Marks	NegotiatedRemuneration
1	Zafar Iqbal	93	300K
2	Mohsen Islam Khan	89	42000 Per Day
3	AsadRasool	71	300K

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Based on the aggregate marks obtained by the candidates, the Committee, therefore, recommendsMr. Jibran Khalid Kidwai for the position of Safety, Health, Environment and Quality Specialist, Mr. Amir Hamza for the position of Social Development Specialist, Ms. Huma Ashar for the position of Gender Specialist and Mr. Malik Zafar Iqbal for the position of Procurement/Contract Management Specialist for implementation of Karachi Urban Mobility Project Yellow Line – BRTS.

DIRECTOR FINANCE
PPP Unit,
Finance Department
Government of Sindh
(Member)

CHIEF CONSULTANT
Transport & Mass
Department
Government of Sindh
(Member)

ADDITIONAL SECRETARY
(Services-II) SGA&CD
Government of Sindh
(Member)

PROJECT DIRECTOR
Project Management Team
BRTs Yellow Line
(Member / Secretary)

MANAGING DIRECTOR
Sindh Mass Transit Authority
Government of Sindh
(Chairman)

ATTENDANCE SHEET

COMMITTEE MEMBERS

HIRING OF "SPECIALISTS" FOR KARACHI URBAN MOBILITY PROJECT – YELLOW LINE BRTS IN SMTA

DATE: TUESDAY, DECEMBER 29, 2020 **TIME:**

SR. #	NAME	DESIGNATION	DEPARTMENT	CONTACT NO.	E-MAIL	SIGNATURE
1	IQTIDAR AHMED	M. D	SMTA	03332276110		[signature]
2	Imran Bhatti	PD YLC	SMTA.	0300 2200275	pd.ylc.kmp@gmail	[signature]
3.	ASHRAF Ali Lakho	Chief Consultant	TMTD	0336254781		[signature]
4.	Umar Farooq	Addl: Secy. Services	SGA&CD			[signature]
5	M. Danish	Director	PPP Unit Finance Dept			[signature]

381 E

ATTENDANCE SHEET
COMMITTEE MEMBERS

HIRING OF "SPECIALISTS" FOR KARACHI URBAN MOBILITY PROJECT – YELLOW LINE BRTS IN SMTA

DATE: Tuesday January 5, 2021

TIME:

SR. #	NAME	DESIGNATION	DEPARTMENT	CONTACT NO.	E-MAIL	SIGNATURE
01	Ihsan Bhatti	PD YLC	SMTA.	0300 2200235		[signature]
02	ASHRAF ALI LAKHO	Chief Consultant	TMTD	0336254 7561		[signature]
03	Umar Farooq Bullo	Additional Secretary Service II	SGA&CD	0300-3055749		[signature]
04	IQTIDAR AHMED	M. D	SMTA	0333-2276110		[signature]
05						

379

Gmail

Ghulam Murtaza Ghanghro <murtazag032@gmail.com>

Fwd: Meeting with selected specialists

1 message

Project Director <pd.kmp.ylc@gmail.com>
To: Ghulam Murtaza Ghanghro <murtazag032@gmail.com>

28 January 2021 at 18:07

Done.

---------- Forwarded message ---------
From: **Said Dahdah** <sdahdah@worldbank.org>
Date: Thu, 28 Jan 2021 at 17:39
Subject: Meeting with selected specialists
To: Project Director <pd.kmp.ylc@gmail.com>

Dear Imran Sb,

Please go ahead and schedule the talk with the 4 selected specialists on 02-02-2021 **Tuesday 2-3 pm**. Send me a calendar invitation including the connection link so I forward to my colleagues.

Thanks

Regards

Said

--

Imran Bhatti
Project Director (Yellow Line BRTS)
Karachi Urban Mobility Project
Sindh Mass Transit Authority
Govt. of Sindh
+923002200275

Fwd: KBRT - Meeting with environment candidates

Inbox

Project Director

to me

15 Feb 2021, 14:55

17
Wed

KBRT - Meeting with environment candi…

When Wed 17 Feb 2021 6am – 6:30am (UTC)

Who Hasan Afzal Zaidi, Project Director, Said Dahdah, Takeaki Sato, Muhammad Bilal Paracha*

---------- Forwarded message ---------
From: **Muhammad Bilal Paracha** <bparacha@worldbank.org>
Date: Sat, Feb 13, 2021 at 2:28 PM
Subject: KBRT - Meeting with environment candidates
To: Said Dahdah <sdahdah@worldbank.org>, Takeaki Sato <tsato@worldbank.org>, Hasan Afzal Zaidi <hzaidi@worldbank.org>, Project Director <pd.kmp.ylc@gmail.com>

Dear colleagues,

Meeting link at ZOOM would be shared by the Project Director.

Thank you.

Regards!
Bilal.

Bilal Paracha
Transport Specialist

Infrastructure – Transport (South Asia)
T +92 51 909 0205
M +92 300 815 0035
E bparacha@worldbank.org
W www.worldbank.org

--

Imran Bhatti
Project Director (Yellow Line BRTS)
Karachi Urban Mobility Project
Sindh Mass Transit Authority
Govt. of Sindh
+923002200275

373

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMEN

No. PD/YLC/SMTA/2070/2020

Karachi Dated: November 05, 2020

NOTE FOR THE SECRETARY TRANSPORT & MASS TRANSIT DEPARTMENT, SINDH

SUB: ***HIRING OF INDIVIDUAL CONSULTANTS/SPECIALISTS FOR KARACHI URBAN MOBILITY PROJECT, YELLOW LINE BRTS.***

Pursuant to approval accorded by your good office as at paragraph 10 on Yellow Line BRTS, SMTA's Note of even No. dated 27-10-2020 **(Annexure-A),** A detailed information regarding the selection process and hiring of candidates for the roles of Financial Management Specialist (FMS), Procurement/ Contract Management Specialist (PCMS) and Communication Specialist (CS) was communicated to the Task Team Leader (TTL) of World Bank vide email dated 20-11-2020, beside email communication the World Bank team was also engaged to have final words with the selected candidates. Based on the conversation with the selected candidates the bank suggested to re-advertise the PCMS position in addition the bank also recommended Mr. Javaid Islam (candidate no. 3 in order of merit) for the position of FMS instead of Miss Kanza Aslam Memon. The reason to decline her selection was the Bank's Policy to not hire any employee who is already working on similar nature of assignment with the bank, so other projects do not suffer due to employee leaving the project / assignment. Accordingly, Miss Kanza Aslam is working as Internal Auditor with additional charge of FMS in Karachi Neighborhood Improvement Project (KNIP) and Mr. Sanjay Kumar (No. 2 in order of merit) is working as FMS in federal EPI Cell, Ministry of National Health Sciences, Government of Pakistan, that's why their candidature was not considered by the Bank and recommended to re-advertise the position **(Annexure-B).**

2. Furthermore, in accordance with the World Bank's virtual supervision mission letter dated 07.10.2020 **(Annexure-C)** and the agreed action plan, the following positions are required to be advertised.

i. Safety, Health Environmental & Quality Specialist.
ii. Gender Specialist.
iii. Social Development Specialist.

3. Terms of Reference (TOR) of these positions have been agreed with the bank as well as advertisement has been drafted **(Annexure-D)**.

4. It is further informed that a selection committee is already notified by the SGA&CD vide notification of even No. dated 24-09-2020 **(Annexure-E)**.

5. In this regard it is requested to approve Procurement/Contract Management Specialist position as recommended by the Bank along with positions mentioned in paragraph 2/n above as well as draft advertisement to be sent to Information Department, Government of Sindh, for publishing in the well circulated newspapers.

5/11/2020.

(IMRAN BHATTI)
PROJECT DIRECTOR
YELLOW LINE BRTS

6. **MANAGING DIRECTOR, SMTA**

05/11/2020

7. **SECRETARY, TRANSPORT & MASS TRANSIT DEPARTMENT.**

OK
5/11

MD/PD.

From: Said Dahdah <sdahdah@worldbank.org>
Sent: Tuesday, November 3, 2020 14:51
To: Project Director; Hasan Afzal Zaidi
Subject: RE: Selection of Project Specialists for FMS, PCMS and CS.

Dear Imran Sb,

Thank you for the comprehensive update on the selection process of the PMT specialists.

1. Communications Specialist:
   Based on the information you have provided , and our meeting with the candidate, we have No Objection on the selection of **Mr. Yawar Nabi** for this position. We recommend you do a reference check in him , we also recommend that you offer him a salary that will ensure it will attract , motivate and retain him for longest period, of course subject to his 3 month probation period

2. Procurement and Contract Management Specialist:
   Based on the information provided , and our meeting with the recommended candidate, we recommend that you re-advertise this position while ensuring widest dissemination of the job posting beyond newspapers add. Please share with us the job position so we can also circulate among our network in Pakistan.

3. Financial Management Specialist:
   Based on the information provided , and based on our policy not to hire existing PIUs staff (e.g. from other World Bank funded projects), we recommend that you move to the 3rd ranked candidate , **Mr. Jawaid Islam.** Before making him an offer, we would like to have a joint call with him. Please arrange

I would also to mention that the SMTA budget for the PMT staff should be reflected as counterpart funding for the project under Sub-component 3.1 (Project Management). Please keep that in mind when you do the IFRs. We can have a discussion with Qurat on this.

P[illegible]se let me know if you have any other question and I look forward to the completion of the selection process as soon [illegible]ossible.

Best regards

Said

From: Project Director <pd.kmp.ylc@gmail.com>
Sent: Monday, November 02, 2020 2:11 PM
To: Said Dahdah <sdahdah@worldbank.org>; Hasan Afzal Zaidi <hzaidi@worldbank.org>
Subject: Selection of Project Specialists for FMS, PCMS and CS.

[External]
Dear Mr. Said

Pursuant to the approval accorded by the Honorable Chief Minister, Sindh, as at paragraph 12 on Transport & Mass Transit Department's Summary of even number dated 24th January, 2020, on the above

mentioned subject advertisement for the positions i.e. Communication Specialist (CS), Environment Specialist (ES), Gender Specialist (GS), Social Development Specialist (SDS), Procurement/Contract Management Specialist (PCMS) and Financial Management Specialist (FMS) was published in leading daily newspapers in the month of February, 2020. However, with consultation of the Bank it was agreed that initially three positions Communication Specialist, Procurement/Contract Management Specialist and Financial Management Specialist will be hired and remaining positions will be re-advertised in the month of November, 2020. Accordingly, the CVs of candidates for the CS, PCMS and FMS were shared with the Bank for shortlisting purposes. The Bank shortlisted the candidates on the basis of experience and qualification and informed the Authority accordingly. Following is the number of CVs received and shortlisted by the department and Bank respectively.

S.NO	POSITION	NO. OF CVS RECEIVED	NO. OF CANDIDATES SHORTLISTED.
1	Communication Specialist	33	07
2	Procurement/Contract Management Specialist	28	05
3	Financial Management Specialist	32	07
	Total	93	19

All the 19 candidates (shortlisted by the Bank) were called to appear for the interview, which took place on 19th and 21st October, 2020 before the Committee, as notified vide Notification No. SOII(SGA&CD) 6-53/2020 dated 24.09.2020, in pursuance of Honorable Chief Minister's approval as mentioned supra. The Committee comprised:

1.	Managing Director, Sindh Mass Transit Authority, (SMTA) Government of Sindh	Chairman
2.	Project Director, Project Management Team, BRTs Yellow Line.	Member/ Secretary
3.	Representative of Finance Department, Government of Sindh (not below BS-19 Officer)	Member
4.	Representative of SGA&C Department, Government of Sindh (not below BS-19 Officer)	Member
5.	Chief Consultant, Transport & Mass Department	Member

Terms of Reference:
The Committee shall recommend for the selection of potential candidates of Karachi Urban Mobility Project Yellow Line BRTs, Sindh Mass Transit Authority, and Transport & Mass Transit Department.

3. The Committee interviewed the candidates based on their curriculum vitae as well as the qualification & skill-set they possessed. After completion of interviews and tabulation of marks awarded keeping in view the criteria laid down by the department in agreement with the Bank a total of three (3) candidates have been finalized for selection as specialists in the project.

4. Accordingly, the below-mentioned candidates were selected in order of merit as project specialists.

Procurement/Contract Management Specialist			
S.No	Name of Candidate	Aggregate Marks	Remarks
1.	Abdul Hakeem	81	Recommended
2.	Syed Khurram Sheharyar	59	-
3.	Shoaib Jalil Khan	48	-
4.	Muhammad Farooq Memon	39	-
5.	Asghar Kaleem	32	-

Financial Management Specialist			
S.No	Name of Candidate	Aggregate Marks	Remarks
1.	Kanza Aslam Memon	96	Recommended
2.	Sanjay Kumar	85	-
3.	Jawaid Islam	74	-
4.	Aneel Kumar	67	-
5.	Adil Hussain	65	-
6.	Muhammad Yasir Qureshi	57	-
7.	Qurat-ul-Ain Asif	A	-

Communication Specialist			
S.No	Name of Candidate	Aggregate Marks	Remarks
1.	Yawar Nabi	82	Recommended
2.	Faiza Shafiq	80	-
3.	Riaz Karim Khan	76	-
4.	Syed Hasan Imam Jafferie	65	-
5.	Abdul Haq Yasir Qazi	27	-
6.	Bilal Zafar	A	-
7.	Hina Maryam	A	-

5. Based on the aggregate marks obtained by the candidates, the Committee, therefore, recommended Mr. Abdul Hakeem for the position of Procurement/Contract Management Specialist, Ms. Kanza Aslam Memon for the position of Financial Management and Mr. Yawar Nabi for the position of Communication Specialist for implementation of Karachi Urban Mobility Project Yellow Line – BRTS.

6. It is stated that in case selected candidate do not join KUMP Yellow Line BRTS or is unable to meet the joining criteria (degree verification, credentials etc), the candidate next in order of merit subject to fulfilling the requisite criteria of position will be issued the appointment letters.

7. It is further stated that the above mentioned positions are contractual in nature for a period of 12 months of which first three (3) months will be treated as probationary period and will be continued subject to performance. These specialists will be hired on market based salary and their financial implication will be catered from SMTA's existing budgetary allocation as approved by the Honorable Chief Minister, Sindh vide summary referred to in para-1 above.

This is for your information and comments.

--

Imran Bhatti
Project Director (Yellow Line BRTS)
arachi Urban Mobility Project
idh Mass Transit Authority
Govt. of Sindh
+923002200275

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMEN

No. PD/YLC/SMTA/283/2020 Karachi Dated: October 27, 2020

NOTE FOR THE SECRETARY
TRANSPORT & MASS TRANSIT DEPARTMENT, SINDH

SUB: ***HIRING OF INDIVIDUAL CONSULTANTS/SPECIALISTS FOR KARACHI URBAN MOBILITY PROJECT, YELLOW LINE BRTS.***

Pursuant to the approval accorded by the Honorable Chief Minister, Sindh, as at paragraph 12 on Transport & Mass Transit Department's Summary of even number dated 24th January, 2020, on the above mentioned subject **(Annex-A)** advertisement for the positions i.e. Communication Specialist (CS), Environment Specialist (ES), Gender Specialist (GS), Social Development Specialist (SDS), Procurement/Contract Management Specialist (PCMS) and Financial Management Specialist (FMS) was published in leading daily newspapers in the month of February, 2020. However, with consultation of the Bank it was agreed that initially three positions Communication Specialist, Procurement/Contract Management Specialist and Financial Management Specialist will be hired and remaining positions will be re-advertised in the month of November, 2020. Accordingly, the CVs of candidates for the CS, PCMS and FMS were shared with the Bank for shortlisting purposes. The Bank shortlisted the candidates on the basis of experience and qualification and informed the Authority accordingly. Following is the number of CVs received and shortlisted by the department and Bank respectively.

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3	Financial Management Specialist	32	07
	Total	93	19

359

2. All the 19 candidates (shortlisted by the Bank) were called to appear for the interview, which took place on 19th and 21st October, 2020 before the Committee, as notified vide Notification No. SOII(SGA&CD) 6-53/2020 dated 24.09.2020, **(Annex-B),** in pursuance of Honorable Chief Minister's approval as mentioned supra. The Committee comprised:

1.	Managing Director, Sindh Mass Transit Authority, (SMTA) Government of Sindh	Chairman
2.	Project Director, Project Management Team, BRTs Yellow Line.	Member/ Secretary
3.	Representative of Finance Department, Government of Sindh (not below BS-19 Officer)	Member
4.	Representative of SGA&C Department, Government of Sindh (not below BS-19 Officer)	Member
5.	Chief Consultant, Transport & Mass Department	Member

Terms of Reference:
The Committee shall recommend for the selection of potential candidates of Karachi Urban Mobility Project Yellow Line BRTs, Sindh Mass Transit Authority, and Transport & Mass Transit Department.

3. The Committee interviewed the candidates based on their curriculum vitae as well as *the qualification & skill-set they possessed. After completion of interviews and tabulation of* marks awarded keeping in view the criteria laid down by the department in agreement with the Bank a total of three (3) candidates have been finalized for selection as specialists in the project.

4. Accordingly, approval is sought for appointing the below-mentioned selected candidates in order of merit as project specialists, and issuing their appointment letters:

Procurement/Contract Management Specialist			
S.No	**Name of Candidate**	**Aggregate Marks**	**Remarks**
1.	Abdul Hakeem	81	Recommended
2.	Syed Khurram Sheharyar	59	-
3.	Shoaib Jalil Khan	48	-
4.	Muhammad Farooq Memon	39	-
5.	Asghar Kaleem	32	-

Financial Management Specialist			
S.No	Name of Candidate	Aggregate Marks	Remarks
1.	Kanza Aslam Memon	96	Recommended
2.	Sanjay Kumar	85	-
3.	Jawaid Islam	74	-
4.	Aneel Kumar	67	-
5.	Adil Hussain	65	-
6.	Muhammad Yasir Qureshi	57	-
7.	Qurat-ul-Ain Asif	A	-

Communication Specialist			
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3.	Riaz Karim Khan	76	-
4.	Syed Hasan Imam Jafferie	65	-
5.	Abdul Haq Yasir Qazi	27	-
6.	Bilal Zafar	A	-
7.	Hina Maryam	A	-

5. Based on the aggregate marks obtained by the candidates, the Committee, therefore, recommended Mr. Abdul Hakeem for the position of Procurement/Contract Management Specialist, *Ms. Kanza Aslam Memon for the position of Financial Management and* Mr. Yawar Nabi for the position of Communication Specialist for implementation of Karachi Urban Mobility Project Yellow Line – BRTS.

6. It is stated that in case selected candidate do not join KUMP Yellow Line BRTS or is unable to meet the joining criteria (degree verification, credentials etc), the candidate next in order of merit subject to fulfilling the requisite criteria of position will be issued the appointment letters.

7. It is further stated that the above mentioned positions are contractual in nature for a period of 12 months of which first three (3) months will be treated as probationary period and will be continued subject to performance. These specialists will be hired on market based salary and their financial implication will catered from SMTA's existing budgetary allocation of Rs.200.00 million as approved by the Honorable Chief Minister, Sindh vide summary referred to in para-1 above.

8. The Secretary Transport & Mass Transit Department, Sindh may kindly approve the proposal at paras- 5 to 7/above.

(IMRAN BHATTI)
PROJECT DIRECTOR,
YELLOW LINE BRTS

9. **MANAGING DIRECTOR, SMTA**

28/10/2020

10. **SECRETARY, TRANSPORT & MASS TRANSIT DEPARTMENT.**

Approved.

28.x.2020.

// MD SMTA/PD.

2053
28/10/2020

GOVERNMENT OF SINDH
PLANNING & DEVELOPMENT
DEPARTMENT

SUBJECT: HIRING OF INDIVIDUAL CONSULTANTS FOR URBAN MOBILITY PROJECT (YELLOW LINE BRTS)

6. The World Bank loan for the project has been effective from 26th November, 2019 (**Annexure-V**) besides. Sindh Mass Transit Authority has invited EoI for procurement of Consultancy Services for the preparation of detail design (**Annexure-VI**). To run the affairs of project smoothly, the proposal of Transport & Mass Transit Department at para-2 of the summary on contractual basis for one year may be considered for approval.

28/2/2020

(Muhammad Waseem)
Chairman
Planning & Development Board

7. **SECRETARY, FINANCE**

8. **CHIEF SECRETARY, SINDH**

9. **CHIEF MINISTER, SINDH**

PTO

351 A

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMEN

No. PD/YLC/SMTA/283/2020 Karachi Dated: October 27, 2020

NOTE FOR THE SECRETARY
TRANSPORT & MASS TRANSIT DEPARTMENT, SINDH

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345

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(IMRAN BHATTI)
PROJECT DIRECTOR,
YELLOW LINE BRTS

9. MANAGING DIRECTOR, SMTA

28/10/2020

10. SECRETARY, TRANSPORT & MASS TRANSIT DEPARTMENT.

Approved.
28x2020.

11 MD SMTA/PD.

2053
28/10/2020

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Sent: Tuesday, November 3, 2020 14:51
To: Project Director; Hasan Afzal Zaidi
Subject: RE: Selection of Project Specialists for FMS, PCMS and CS.

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Best regards

Said

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Sent: Monday, November 02, 2020 2:11 PM
To: Said Dahdah <sdahdah@worldbank.org>; Hasan Afzal Zaidi <hzaidi@worldbank.org>
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[External]
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	Total	93	19

All the 19 candidates (shortlisted by the Bank) were called to appear for the interview, which took place on 19th and 21st October, 2020 before the Committee, as notified vide Notification No. SOII(SGA&CD) 6-53/2020 dated 24.09.2020, in pursuance of Honorable Chief Minister's approval as mentioned supra. The Committee comprised:

1.	Managing Director, Sindh Mass Transit Authority, (SMTA) Government of Sindh	Chairman
2.	Project Director, Project Management Team, BRTs Yellow Line.	Member/ Secretary
3.	Representative of Finance Department, Government of Sindh (not below BS-19 Officer)	Member
4.	Representative of SGA&C Department, Government of Sindh (not below BS-19 Officer)	Member
5.	Chief Consultant, Transport & Mass Department	Member

Terms of Reference:
The Committee shall recommend for the selection of potential candidates of Karachi Urban Mobility Project Yellow Line BRTs, Sindh Mass Transit Authority, and Transport & Mass Transit Department.

3. The Committee interviewed the candidates based on their curriculum vitae as well as the qualification & skill-set they possessed. After completion of interviews and tabulation of marks awarded keeping in view the criteria laid down by the department in agreement with the Bank a total of three (3) candidates have been finalized for selection as specialists in the project.

4. Accordingly, the below-mentioned candidates were selected in order of merit as project specialists.

Procurement/Contract Management Specialist			
S.No	Name of Candidate	Aggregate Marks	Remarks
1.	Abdul Hakeem	81	Recommended
2.	Syed Khurram Sheharyar	59	-
3.	Shoaib Jalil Khan	48	-
4.	Muhammad Farooq Memon	39	-
5.	Asghar Kaleem	32	-

Financial Management Specialist			
S.No	Name of Candidate	Aggregate Marks	Remarks
1.	Kanza Aslam Memon	96	Recommended
2.	Sanjay Kumar	85	-
3.	Jawaid Islam	74	-
4.	Aneel Kumar	67	-
5.	Adil Hussain	65	-
6.	Muhammad Yasir Qureshi	57	-
7.	Qurat-ul-Ain Asif	A	-

Communication Specialist			
S.No	Name of Candidate	Aggregate Marks	Remarks
1.	Yawar Nabi	82	Recommended
2.	Faiza Shafiq	80	-
3.	Riaz Karim Khan	76	-
4.	Syed Hasan Imam Jafferie	65	-
5.	Abdul Haq Yasir Qazi	27	-
6.	Bilal Zafar	A	-
7.	Hina Maryam	A	-

5. Based on the aggregate marks obtained by the candidates, the Committee, therefore, recommended Mr. Abdul Hakeem for the position of Procurement/Contract Management Specialist, Ms. Kanza Aslam Memon for the position of Financial Management and Mr. Yawar Nabi for the position of Communication Specialist for implementation of Karachi Urban Mobility Project Yellow Line – BRTS.

6. It is stated that in case selected candidate do not join KUMP Yellow Line BRTS or is unable to meet the joining criteria (degree verification, credentials etc), the candidate next in order of merit subject to fulfilling the requisite criteria of position will be issued the appointment letters.

337e

7. It is further stated that the above mentioned positions are contractual in nature for a period of 12 onths of which first three (3) months will be treated as probationary period and will be continued subject to performance. These specialists will be hired on market based salary and their financial implication will be catered from SMTA's existing budgetary allocation as approved by the Honorable Chief Minister, Sindh vide summary referred to in para-1 above.

This is for your information and comments.

--

Imran Bhatti
Project Director (Yellow Line BRTS)
Karachi Urban Mobility Project
ıdh Mass Transit Authority
Govt. of Sindh
+923002200275

**GOVERNMENT OF SINDH,
TRANSPORT & MASS TRANSIT
DEPARTMENT**

Summary No. 61, dated 24-01-20

SUMMARY FOR CHIEF MINISTER, SINDH

SUBJECT: ***HIRING OF INDIVIDUAL CONSULTANTS FOR URBAN MOBILITY PROJECT (YELLOW LINE BRTS).***

The World Bank team carried out the Appraisal mission during the period April 20th to May 3rd 2019. It was proposed by the World Bank mission that the current strength of SMTA human resource is not meeting the demand of increasing work load undertaken by the Sindh Mass Transit Authority. With the current meager technical resources, the SMTA has taken various initiatives for development of BRTS projects that include Orange, Yellow, Red Line, VICS, Construction of Bus terminals, Inter and Intercity and mega KCR project.

2. In view of the above, circumstance as stated above, it is proposed by the World Bank team that the services of below mentioned Individual Consultants/ Specialist that include professional staff may be hired on contractual basis for period of one (01) year (on market base salary) initially on performance basis to smoothly run the affairs of the project. The letter from World Bank is at **(Annexure-I)**.

S.#.	Description of Professional
1.	Environmental Specialist
2.	Communication Specialist
3.	Gender Specialist
4.	Social Specialist
5.	Procurement / Contract Management Specialist
6.	Financial Management Specialist

3. The Terms of Reference (ToRs) and key responsibilities of these specialists are shared and discussed with the World Bank team **(Annexure-II)**. The requirements of these specialist positions are mentioned in the Project Appraisal Document (Para-37) **(Annexure-III)**. The World Bank has emphasized on the urgency of hiring these positions.

Cont'ed on Page-2

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GOVERNMENT OF SINDH
FINANCE DEPARTMENT

SUBJECT: **HIRING OF INDIVIDUAL CONSULTANT FOR URBAN MOBILITY PROJECT (YELLOW LINE BRTS)**

7. Transport & Mass Transit Department has proposed the hiring of individual consultants/ specialists for six positions on contractual basis for the implementation of urban mobility project (Yellow Line BRTS)

8. However, Transport & Mass Transit Department has not clearly reflected whether these consultants/ specialists will be staffed in Sindh Mass Transit Authority's core operational team or will be hired temporarily for implementation of Yellow Line BRTS only.

9. Finance Department is of view that as per Para-4 of Summary, Sindh Mass Transit Authority may be allowed to hire the services of Individual Consultants/ Specialist from its own recourses/ within existing budgetary allocation of Rs.200.00 million, after fulfilling all requisite codal formalities.

10. Honourable Chief Minister, Sindh may like to approve para-9 above.

18/3

(SYED HASSAN NAQVI)
SECRETARY FINANCE

11. **CHIEF SECRETARY SINDH** 27/4/20

12. **CHIEF MINISTER SINDH** Para 9 is approved.
28/4/2020

CS
29/4/20

Sty Transport,
Please ask M.D to hire the services of consultants
30/4/2020

PS TO CS DINO. 1782 DATED 17/3/2020

1782 27/4/2020

SUMMARY SECTION
C.M.S/OUTWARD No. 1013
DATE 29.04.2020

RECEIVED IN CS HOUSE
DATED 29/04/2020

4. As per Aide-memoire document signed between World Bank and Sindh Mass Transit Authority (SMTA), wherein, it is responsibility of SMTA to hire the services of above mentioned Specialists/Consultants at **(Annexure-IV)**.

5. The Honorable Chief Minister, Sindh may like to approve para-2/n above.

(GHULAM ABBAS DETHO)
Secretary to Government of Sindh

5. MINISTER, TRANSPORT & MASS TRANSIT

30/1/2020

6. CHAIRMAN, (P&D) BOARD.

7. SECRETARY, FINANCE DEPTT.

8. CHIEF SECRETARY, SINDH

9. CHIEF MINISTER, SINDH

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GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMEN

No. PD/YLC/SMTA/2053/2020 Karachi Dated: October 27, 2020

NOTE FOR THE SECRETARY TRANSPORT & MASS TRANSIT DEPARTMENT, SINDH

SUB: ***HIRING OF INDIVIDUAL CONSULTANTS/SPECIALISTS FOR KARACHI URBAN MOBILITY PROJECT, YELLOW LINE BRTS.***

Pursuant to the approval accorded by the Honorable Chief Minister, Sindh, as at paragraph 12 on Transport & Mass Transit Department's Summary of even number dated 24th January, 2020, on the above mentioned subject **(Annex-A)** advertisement for the positions i.e. Communication Specialist (CS), Environment Specialist (ES), Gender Specialist (GS), Social Development Specialist (SDS), Procurement/Contract Management Specialist (PCMS) and Financial Management Specialist (FMS) was published in leading daily newspapers in the month of February, 2020. However, with consultation of the Bank it was agreed that initially three positions Communication Specialist, Procurement/Contract Management Specialist and Financial Management Specialist will be hired and remaining positions will be re-advertised in the month of November, 2020. Accordingly, the CVs of candidates for the CS, PCMS and FMS were shared with the Bank for shortlisting purposes. The Bank shortlisted the candidates on the basis of experience and qualification and informed the Authority accordingly. Following is the number of CVs received and shortlisted by the department and Bank respectively.

S.NO	POSITION	NO. OF CVS RECEIVED	NO. OF CANDIDATES SHORTLISTED.
1	Communication Specialist	33	07
2	Procurement/Contract Management Specialist	28	05
3	Financial Management Specialist	32	07
	Total	93	19

2. All the 19 candidates (shortlisted by the Bank) were called to appear for the interview, which took place on 19th and 21st October, 2020 before the Committee, as notified vide Notification No. SOII(SGA&CD) 6-53/2020 dated 24.09.2020, **(Annex-B),** in pursuance of Honorable Chief Minister's approval as mentioned supra. The Committee comprised:

1.	Managing Director, Sindh Mass Transit Authority, (SMTA) Government of Sindh	Chairman
2.	Project Director, Project Management Team, BRTs Yellow Line.	Member/ Secretary
3.	Representative of Finance Department, Government of Sindh (not below BS-19 Officer)	Member
4.	Representative of SGA&C Department, Government of Sindh (not below BS-19 Officer)	Member
5.	Chief Consultant, Transport & Mass Department	Member

Terms of Reference:
The Committee shall recommend for the selection of potential candidates of Karachi Urban Mobility Project Yellow Line BRTs, Sindh Mass Transit Authority, and Transport & Mass Transit Department.

3. The Committee interviewed the candidates based on their curriculum vitae as well as the qualification & skill-set they possessed. After completion of interviews and tabulation of marks awarded keeping in view the criteria laid down by the department in agreement with the Bank a total of three (3) candidates have been finalized for selection as specialists in the project.

4. Accordingly, approval is sought for appointing the below-mentioned selected candidates in order of merit as project specialists, and issuing their appointment letters:

Procurement/Contract Management Specialist			
S.No	**Name of Candidate**	**Aggregate Marks**	**Remarks**
1.	Abdul Hakeem	81	Recommended
2.	Syed Khurram Sheharyar	59	-
3.	Shoaib Jalil Khan	48	-
4.	Muhammad Farooq Memon	39	-
5.	Asghar Kaleem	32	-

Financial Management Specialist			
S.No	**Name of Candidate**	**Aggregate Marks**	**Remarks**
1.	Kanza Aslam Memon	96	Recommended
2.	Sanjay Kumar	85	-
3.	Jawaid Islam	74	-
4.	Aneel Kumar	67	-
5.	Adil Hussain	65	-
6.	Muhammad Yasir Qureshi	57	-
7.	Qurat-ul-Ain Asif	A	-

Communication Specialist			
S.No	**Name of Candidate**	**Aggregate Marks**	**Remarks**
1.	Yawar Nabi	82	Recommended
2.	Faiza Shafiq	80	-
3.	Riaz Karim Khan	76	-
4.	Syed Hasan Imam Jafferie	65	-
5.	Abdul Haq Yasir Qazi	27	-
6.	Bilal Zafar	A	-
7.	Hina Maryam	A	-

5. Based on the aggregate marks obtained by the candidates, the Committee, therefore, recommended Mr. Abdul Hakeem for the position of Procurement/Contract Management Specialist, Ms. Kanza Aslam Memon for the position of Financial Management and Mr. Yawar Nabi for the position of Communication Specialist for implementation of Karachi Urban Mobility Project Yellow Line – BRTS.

6. It is stated that in case selected candidate do not join KUMP Yellow Line BRTS or is unable to meet the joining criteria (degree verification, credentials etc), the candidate next in order of merit subject to fulfilling the requisite criteria of position will be issued the appointment letters.

7. It is further stated that the above mentioned positions are contractual in nature for a period of 12 months of which first three (3) months will be treated as probationary period and will be continued subject to performance. These specialists will be hired on market based salary and their financial implication will catered from SMTA's existing budgetary allocation of Rs.200.00 million as approved by the Honorable Chief Minister, Sindh vide summary referred to in para-1 above.

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8. The Secretary Transport & Mass Transit Department, Sindh may kindly approve the proposal at paras- 5 to 7/above.

(IMRAN BHATTI)
PROJECT DIRECTOR,
YELLOW LINE BRTS

9. **MANAGING DIRECTOR, SMTA**

28/10/2020

10. **SECRETARY, TRANSPORT & MASS TRANSIT DEPARTMENT.**

Approved.

28x2020.

// MD SMTA/PD.

DISPATCH SMTA 2053 28/10/2020

Communication Specialist.

ed Marks Sheet for the Post of Communication Specialist.

Name of Candidate	Qualification						Experience						Communication						Interpersonal Skills						Grand Total
	Managing Director	Project Director	Additional Secretary, SGA&CD	Chief Consultant TMTD	Director Finance FD	Average Marks	Managing Director	Project Director	Additional Secretary, SGA&CD	Chief Consultant TMTD	Director Finance FD	Average Marks	Managing Director	Project Director	Additional Secretary, SGA&CD	Chief Consultant TMTD	Director Finance FD	Average Marks	Managing Director	Project Director	Additional Secretary, SGA&CD	Chief Consultant TMTD	Director Finance FD	Average Marks	
Bilal Zafar	A	A	A	A	A		A	A	A	A	A		A	A	A	A	A	A	A	A	A	A	A	A	A
Hina Maryam	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Yawar Nabi	30	30	30	30	30	30	30	30	20	30	20	26	14	15	10	15	10	13	13	15	12	15	12	13	82
Faiza Shafiq	30	30	30	30	30	30	20	25	40	20	30	27	10	12	12	11	13	12	11	11	12	11	12	11	80
Riaz Karim Khan	30	30	30	30	30	30	25	25	35	30	20	27	10	10	12	10	10	10	8	8	10	14	5	9	76
Syed Hasan Imam Jafferie	25	15	25	30	30	25	22	20	20	18	30	22	10	7	10	10	10	9	8	5	10	10	8	8	65
Abdul Haq Yasir Qazi	-	-	-	-	-	-	10	20	-	-	20	10	8	12	-	12	10	8	8	13	-	12	10	9	27

PROJECT DIRECTOR
YELLOW LINE BRTS
SINDH MASS TRANSIT AUTHORITY
GOVT OF SINDH

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Procurement/Contract Manager

Procurement / Contract M

of Candidate	Qualification: Managing Director	Project Director	Additional Secretary, SGA&CD	Chief Consultant TMTD	Director Finance FD	Average Marks
n	30	30	30	30	30	30
Sheharyar	20	10	20	20	20	18
Khan	20	30	25	10	25	22
mmad Farooq Memon	20	20	25	30	20	23
Kaleem	5	5	5	5	5	5

of Candidate	Experience: Managing Director	Project Director	Additional Secretary, SGA&CD	Chief Consultant TMTD	Director Finance FD	Average Marks
n	20	25	10	30	30	23
Sheharyar	25	30	20	15	25	23
Khan	8	5	8	10	8	8
mmad Farooq Memon	-	15	-	-	5	4
Kaleem	8	5	8	10	8	8

of Candidate	Communication: Managing Director	Project Director	Additional Secretary, SGA&CD	Chief Consultant TMTD	Director Finance FD	Average Marks
n	14	15	10	15	15	14
Sheharyar	9	10	8	8	8	9
Khan	10	15	10	8	8	10
mmad Farooq Memon	7	10	8	5	5	7
Kaleem	10	10	10	10	10	10

of Candidate	Interpersonal Skills: Managing Director	Project Director	Additional Secretary, SGA&CD	Chief Consultant TMTD	Director Finance FD	Average Marks
n	15	15	10	15	15	14
Sheharyar	10	10	8	8	10	9
Khan	8	10	8	8	8	8
mmad Farooq Memon	5	5	5	5	5	5
Kaleem	8	10	8	10	8	9

of Candidate	Grand Total
n	81
Sheharyar	59
Khan	48
mmad Farooq Memon	39
Kaleem	32

PROJECT DIRECTOR
YELLOW LINE BRTS
SINDH MASS TRANSIT AUTHORITY
GOVT OF SINDH

Financial Management Specialist.

Candidate	Qualification						Experience						Communication						Interpersonal Skills						
	Managing Director	Project Director	Additional Secretary, SGA&CD	Chief Consultant TMTD	Director Finance FD	Average Marks	Managing Director	Project Director	Additional Secretary, SGA&CD	Chief Consultant TMTD	Director Finance FD	Average Marks	Managing Director	Project Director	Additional Secretary, SGA&CD	Chief Consultant TMTD	Director Finance FD	Average Marks	Managing Director	Project Director	Additional Secretary, SGA&CD	Chief Consultant TMTD	Director Finance FD	Average Marks	Grand Total
sif	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A		A
Memon	30	30	30	30	30	30	40	40	35	35	35	37	14	12	15	15	15	14	15	15	15	15	15	15	96
	30	30	30	30	30	30	30	40	30	30	30	32	12	10	15	13	10	12	11	10	12	13	10	11	85
	30	30	25	30	30	29	25	35	20	25	20	25	10	10	10	10	10	10	10	10	10	10	12	10	74
	30	30	25	30	30	29	15	15	15	16	15	15	11	12	15	11	8	11	12	15	15	10	7	12	67
	30	25	30	30	30	29	15	15	20	20	10	16	10	10	15	12	5	10	9	10	10	12	5	9	65
asir Qureshi	28	30	20	30	30	28	15	10	15	20	10	14	8	5	10	10	5	8	8	5	10	10	8	8	57

PROJECT DIRECTOR
YELLOW LINE BRTS
SINDH MASS TRANSIT AUTHORITY
GOVT OF SINDH

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GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

No. PD/YLC/SMTA/2020 / 2040

Karachi Dated: October 20, 2020

The Additional Secretary (Services-II),

Services, General Administration & Coordination Department,

Government of Sindh,

Karachi.

Subject: INTERVIEWS SCHEDULE FOR THE PROJECT POSITIONS IN YELLOW LINE BRTS, KARACHI URBAN MOBILITY PROJECT.

Ref: Notification No. SOII(SGA&CD)6-53/2020 dated 24.09.2020

Dear Sir,

Pursuant to the selection committee meeting held on Monday 19th October, 2020, wherein it was mutually decided that interviews for the positions of Finance Management Specialist and Communication Specialist will be taken after a day break in order to meet up the official obligations.

Accordingly, the selection committee will resume its interviews on Wednesday 21st October, 2020 at 2 PM in the office of the Managing Director, Sindh Mass Transit Authority (SMTA), D-43, Block 2, Clifton, Karachi.

You are, therefore, requested to please make it convenient to attend the interviews on above mentioned date and time.

(IMRAN BHATTI)
PROJECT DIRECTOR

A copy is forwarded for information to:-

1. The Managing Director, SMTA, Chairman Selection Committee.
2. P.S to Secretary, Transport and Mass Transit Department, Govt. of Sindh, Karachi.
3. Master File.

Recd 20/10/20 4:50

4:50 PM.

20/10/20

House # D, 43, Block 2 Clifton, Karachi, 75600
Tel: 021 99333208 Ext.12 Email: pd.kmp.ylc@gmail.com

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GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

No. PD/YLC/SMTA/2020 / 2039

Karachi Dated: October 20, 2020

The Director (Finance), PPP Unit,
Finance Department,
Government of Sindh,
Karachi.

Subject: INTERVIEWS SCHEDULE FOR THE PROJECT POSITIONS IN YELLOW LINE BRTS, KARACHI URBAN MOBILITY PROJECT.

Ref: Notification No. SOII(SGA&CD)6-53/2020 dated 24.09.2020

Dear Sir,

Pursuant to the selection committee meeting held on Monday 19th October, 2020, wherein it was mutually decided that interviews for the positions of Finance Management Specialist and Communication Specialist will be taken after a day break in order to meet up the official obligations.

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You are, therefore, requested to please make it convenient to attend the interviews on above mentioned date and time.

(IMRAN BHATTI)
PROJECT DIRECTOR

A copy is forwarded for information to:-

1. The Managing Director, SMTA, Chairman Selection Committee.
2. P.S to Secretary, Transport and Mass Transit Department, Govt. of Sindh, Karachi.
3. Master File.

House # D, 43, Block 2 Clifton, Karachi, 75600
Tel: 021 99333208 Ext.12 Email: pd.kmp.ylc@gmail.com

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NO. FD/SO(Admn-I)/1(34)/2020

GOVERNMENT OF SINDH
FINANCE DEPARTMENT

Karachi, dated the 19th October, 2020

To,

The Secretary to Government of Sindh,
Transport and Mass Transit Department,
KARACHI

SUBJECT: - **NOMINATION OF REPRESENTATIVE OF SELECTION COMMITTEE FOR RECRUITMENT OF SPECIALISTS ON CONTRACTUAL BASIS FOR IMPLEMENTATION URBAN MOBILITY PROJECT YELLOW LINE BRTS**

I am directed to refer your letter No. PD/YLC/SMTA/2020/2004, dated 30th September, 2020, on the subject noted above. It is to inform that the Mr. Danish, Director, Public Private Partnership Unit (PPP Unit) of Finance Department, Government of Sindh is nominated as a representative of Finance Department for subject committee "Karachi Urban Mobility Project Yellow Line BRTS".

(TOOBA ERUM)
Section Officer (Admn-I)

NO. FD/SO(Admn-I)/1(34)/2020 **Karachi, dated the 19th October, 2020**

A copy is forwarded for information and further necessary action to: -

1. The Additional Finance Secretary (Admn/SR) / (Development).
2. The Director General, Public Private Partnership Unit, Finance Department.
3. The Deputy Secretary (Admn/Accounts), Finance Department, Karachi.
4. Mr. Danish, Director, Public Private Partnership Unit (PPP Unit), Finance Department, Government of Sindh, Karachi.
5. The Project Director, Sindh Mass Transit Authority, Transport & Mass Transit Department, Government of Sindh, Karachi.
6. The R.O to Finance Secretary.
7. Officer order file / Personal File.

Section Officer (Admn-I)

ATTENDANCE SHEET
CANDIDATES
HIRING OF COMMUNICATION SPECIALIST
FOR KARACHI URBAN MOBILITY PROJECT – YELLOW LINE BRTS IN SMTA

DATE: WEDNESDAY, OCTOBER 21, 2020 **TIME:** 3:30 PM

SR. #	NAME	FATHER NAME	CONTACT NO.	E-MAIL	SIGNATURE
1	YAWAR NABI	GHULAM NABI MEMON MORAI	0321-2009888	yawarnabi@hotmail.com	[signature]
2	S. Hassan Jafferi	S. A. A. Jafferi	0302555 9297	hij_hr@yahoo.com	hassan
3	ABDUL HAQ YASIR QAZI	QAZI MAQSOOD HAYAT GUL	0331-3551536	djyasirqazi@yahoo.com	[signature]
4	FAIZA SHAFIQ	SHAFIQ AHMED KHAN	0322-2644345	faiza.shafiq@gmail.com	Faiza
5					
6					
7					

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ATTENDANCE SHEET
CANDIDATES
HIRING OF FINANCIAL MANAGEMENT SPECIALIST FOR KARACHI URBAN MOBILITY PROJECT – YELLOW LINE BRTS IN SMTA

DATE: WEDNESDAY, OCTOBER 21, 2020 **TIME:** 2:00 PM

SR. #	NAME	FATHER NAME	CONTACT NO.	E-MAIL	SIGNATURE
1	Muhammad Yasir Qureshi	Wahid Bux	0345-36094 09	Yaserkazi@Yahoo.com	[signature]
2	Javaid Islam	Shams Ul Islam	03459809979 03000775774	JAVAIDISLAM@YAHOO.COM	[signature]
3	Kanza Aslam	Aslam Memon	0336-3036951	Kanza_aslam@hotmail.com	[signature]
4	ADIL HUSSAIN	KAZI AZIZ AHMED	0345-2502209	adil.Hussain.g@gmail.com	[signature]
5	ANEEL KUMAR	PARTAB RAI	0333-2214219	aneel_kumar@hotmail.com	[signature]
6					
7					

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ATTENDANCE SHEET

COMMITTEE MEMBERS

HIRING OF "SPECIALISTS" FOR KARACHI URBAN MOBILITY PROJECT – YELLOW LINE BRTS IN SMTA

DATE: MONDAY, OCTOBER 19, 2020 **TIME: 3:00 PM**

SR. #	NAME	DESIGNATION	DEPARTMENT	CONTACT NO.	E-MAIL	SIGNATURE
1.	Umair Bhatti	PD	SMTA.	0300 2200273-		[signature]
2.	Umair Farooq	Addl. Secy. Services II	SGA&CD	0300-3055749		[signature]
3.	IQTIDAR AHMED	M.D SMTA	SMTA	0333-2226110		[signature]
4.	ASHRAF ALI LAKHO	Chief Consultant	SMTA/TMTD	03362547561		[signature]
5.	Muhammad Danish.	Director Finance	Finance Dept.	0302497526	online. attendance	[signature]

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ATTENDANCE SHEET
COMMITTEE MEMBERS

HIRING OF "SPECIALISTS" FOR KARACHI URBAN MOBILITY PROJECT – YELLOW LINE BRTS IN SMTA

DATE: WEDNESDAY, OCTOBER 21, 2020

TIME: 2:00 PM

SR. #	NAME	DESIGNATION	DEPARTMENT	CONTACT NO.	E-MAIL	SIGNATURE
	IQTIDAR AHMED	M.D SMTA	SMTA	0333-2276110		[signature]
2.	Imran Bhatti	PD, YLC	SMTA.	03002200235		[signature]
3	M. Danish	Director	PPP Unit			[signature]
4.	Ashraf Ali Lakho	Chief Consultant	TMTD	03362547813		[signature]
5	Umar Farooq Bullo	Additional secretary	Services General Admin. department Govt. of Sindh	0300-3055749		[signature]

MD SMTA.

FOR THE POST OF PROCUREMENT/ CONTRACT MANAGEMENT SPECIALIST
Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

Bachelor's degree or above in (Civil/ Electrical Mechanical) Engineering or equivalent master degree in relevel discipline of engineering of MBA in Project Management will be added advantage from HEC recognized University.

- At least fifteen years or above relevant experience in Procurement and Contract Management / Administration.

Total Candidates: 21 Short listed Candidates: 05 Age Limit: 50 years

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Syed Khurram Sheharyar	20	25	9	10	64		
02	Shoaib Jalil Khan	20	8	10	8	46		
03	Asghar Kaleem	5	8	10	8	31		
04	Muhammad Farooq Memon	20	-	7	5	32		
05	Abdul Hakeem	30	20	14	15	79		

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MD SM( ).

FOR THE POST OF FINANCIAL MANAGEMENT SPECIALIST

Sindh Mass Transit Authority

Government of Sindh

SELECTION CRITERIA:

A Civil Servant from Pakistan audit and Accounts services (PAAS). FPOE (final passing out exam) qualified frim the department of auditor general of Pakistan and serving in BPS 16-19 holding of MBA (Finance) degree Masters degree in Accounting ns Finance of MS finance or a M.com will be accorded due weightage or a chartered account from private sector.

Qualification & Experience:

- 8 Years' experience in financial management audit or accounts after acquiring stipulated qualification.
- Good communication skill and have experience of working Finance Department / Division, Auditor General of Pakistan Office. Office of Accountant General and Planning Department / Commission.
- Prior Experience of working in donor funded and public sector projects will be accorded due weightage.
- Demonstrated computer skill proficiency in using computer desktop application MS Office (word, Excel and Power Point).

Total Candidates: 27 **Short listed Candidates: 07** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	**30**	**40**	**15**	**15**	**100**		
01	Qurat-ul Ain Asif	A						
02	Muhammad Yasir Qureshi	28	15	8	8	59		
03	Sanjay Kumar	30	30	12	11	83		
04	Kanza Aslam Memon	30	40	14	15	99		
05	Jawaid Islam	30	25	10	10	75		
06	Aneel Kumar	30	15	11	12	68		
07	Adil Hussaini	30	15	10	9	64		

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MD

FOR THE POST OF COMMUNICATION SPECIALIST
Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience: Master degree or above in Communication International Relations / Public Affairs, Journalism or related from HCS recognized institute / university. Foreign qualification will be considered an added advantage and relevant Specialized Training Considered for the position.
At least 5 years or post qualification experience in Infrastructure Projects.

Total Candidates: 33 **Short listed Candidates: 07** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Bilal Zafar	A	A	A	A			
02	Faiza Shafiq	30	20	10	11			
03	Yawar Nabi	30	30	14	13			
04	Syed Hasan Imam Jafferie	25	22	10	8			
05	Abdul Haq Yasir Qazi	0	10	8	8			
06	Riaz Karim Khan	30	25	10	8			
07	Hina Maryam	A	A	A	A			

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FOR THE POST OF PROCUREMENT/ CONTRACT MANAGEMENT SPECIALIST

Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

Bachelor's degree or above in (Civil/ Electrical Mechanical) Engineering or equivalent master degree in relevel discipline of engineering of MBA in Project Management will be added advantage from HEC recognized University.

- At least fifteen years or above relevant experience in Procurement and Contract Management / Administration.

Total Candidates: 21 **Short listed Candidates: 05** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Syed Khurram Sheharyar	MBA BBA. 10	30	10	10	60	300K.	RMP. SBEP. MT→ [illegible]
02	Shoaib Jalil Khan	MBA. BTech. 30	5	15	10	60	250K.	no exp. [illegible] supply chain exp.
03	Asghar Kaleem	5	5	10	10	30		Oil & gas exp no qualification.
04	Muhammad Farooq Memon	20	15	10	5	50		
05	Abdul Hakeem	30	25	15	15	85	800,000/-	

PROJECT DIRECTOR
YELLOW LINE BRTS
SINDH MASS TRANSIT AUTHORITY
GOVT OF SINDH

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FOR THE POST OF FINANCIAL MANAGEMENT SPECIALIST
Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

A Civil Servant from Pakistan audit and Accounts services (PAAS). FPOE (final passing out exam) qualified frim the department of auditor general of Pakistan and serving in BPS 16-19 holding of MBA (Finance) degree Masters degree in Accounting ns Finance of MS finance or a M.com will be accorded due weightage or a chartered account from private sector.

- 8 Years' experience in financial management audit or accounts after acquiring stipulated qualification.
- Good communication skill and have experience of working Finance Department / Division, Auditor General of Pakistan Office. Office of Accountant General and Planning Department / Commission.
- Prior Experience of working in donor funded and public sector projects will be accorded due weightage.
- Demonstrated computer skill proficiency in using computer desktop application MS Office (word, Excel and Power Point).

Age Limit: 50 years

Short listed Candidates: 07

Total Candidates: 27

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Qurat-ul Ain Asif	A	A	A	A	A		Absent.
02	Muhammad Yasir Qureshi	30	~~20~~ 10	5	5	50	250k.	
03	Sanjay Kumar	30	40	10	10	90	300k+	
04	Kanza Aslam Memon	30	40	12	15	97		
05	Jawaid Islam	30	35	10	10	85	350k.	
06	Aneel Kumar	30	15	12	15	72		
07	Adil Hussaini	25	15	10	10	60		

PROJECT DIRECTOR
YELLOW LINE BRTS
SINDH MASS TRANSIT AUTHORITY
GOVT OF SINDH

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PD YLL

FOR THE POST OF COMMUNICATION SPECIALIST
Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience: Master degree or above in Communication International Relations / Public Affairs, Journalism or related from HCS recognized institute / university. Foreign qualification will be considered an added advantage and relevant Specialized Training Considered for the position.
At least 5 years or post qualification experience in Infrastructure Projects.

Age Limit: 50 years

Total Candidates: 33 **Short listed Candidates: 07**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Bilal Zafar	Absent						
02	Faiza Shafiq	30	25	8	8	71	160k.	
03	Yawar Nabi	30	30	15	15	90	200-300-k	Mehran Exp.
04	Syed Hasan Imam Jafferie	15	20	7	5	47	300k	Age 57 years.
05	Abdul Haq Yasir Qazi	0	20	12	13	45	500k.	MA degree Stechi Diploma 1 months
06	Riaz Karim Khan	30	30	10	10	80	4000 USD or equivalent.	Domestic KPK
07	Hina Maryam	A Absent						

PROJECT DIRECTOR
YELLOW LINE BRTS
SINDH MASS TRANSIT AUTHORITY
GOVT OF SINDH

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AS-11, SGA&CD

FOR THE POST OF PROCUREMENT/ CONTRACT MANAGEMENT SPECIALIST

Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

Bachelor's degree or above in (Civil/ Electrical Mechanical) Engineering or equivalent master degree in relevel discipline of engineering of MBA in Project Management will be added advantage from HEC recognized University.

- At least fifteen years or above relevant experience in Procurement and Contract Management / Administration.

Total Candidates: 21 **Short listed Candidates: 05** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Syed Khurram Sheharyar						Rs. 300000/-	N.S Qualificat.
02	Shoaib Jalil Khan	N.S						N.S
03	Asghar Kaleem	N.S	-	-	-	-	-	N.S
04	Muhammad Farooq Memon	-	-	05	05		N.S Rs. ~~3000000~~	N.S
05	Abdul Hakeem	30	Not 10	10	10		300000/-	

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AS- S-13 SGA&D

FOR THE POST OF FINANCIAL MANAGEMENT SPECIALIST

Sindh Mass Transit Authority

Government of Sindh

SELECTION CRITERIA:

A Civil Servant from Pakistan audit and Accounts services (PAAS). FPOE (final passing out exam) qualified frim the department of auditor general of Pakistan and serving in BPS 16-19 holding of MBA (Finance) degree Masters degree in Accounting ns Finance of MS finance or a M.com will be accorded due weightage or a chartered account from private sector.

Qualification & Experience:

- 8 Years' experience in financial management audit or accounts after acquiring stipulated qualification.
- Good communication skill and have experience of working Finance Department / Division, Auditor General of Pakistan Office. Office of Accountant General and Planning Department / Commission.
- Prior Experience of working in donor funded and public sector projects will be accorded due weightage.
- Demonstrated computer skill proficiency in using computer desktop application MS Office (word, Excel and Power Point).

Age Limit: 50 years

Short listed Candidates: 07

Total Candidates: 27

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Qurat-ul Ain Asif Absent							Absent-
02	Muhammad Yasir Qureshi	20	15	10	10	55	Acceptable 300000/-	
03	Sanjay Kumar	30	30	15	12	87	″	
04	Kanza Aslam Memon	30	35	15	15	95	″	
05	Jawaid Islam	25	20	10	10	65	″	
06	Aneel Kumar	25	15	15	15	70	400000/-	
07	Adil Hussaini	30	20	15	10	75	300000/-	

AS-II SGA&CD

FOR THE POST OF COMMUNICATION SPECIALIST
Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience: Master degree or above in Communication International Relations / Public Affairs, Journalism or related from HCS recognized institute / university. Foreign qualification will be considered an added advantage and relevant Specialized Training Considered for the position.
At least 5 years or post qualification experience in Infrastructure Projects.

Total Candidates: 33 **Short listed Candidates: 07** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Bilal Zafar Absent							
02	Faiza Shafiq	30	40	12	12	94		Considered
03	Yawar Nabi	30	20	10	12	72		
04	Syed Hasan Imam Jafferie	25	20	10	10	65		N.S over age.
05	Abdul Haq Yasir Qazi	00	~~30~~				500000/-	NOT Qualify having NO Master in relevant Field
06	Riaz Karim Khan	30	35	12	10	87	500000/-	N.S [illegible]
07	Hina Maryam Absent							

7 8 P

Chief Consultant

FOR THE POST OF COMMUNICATION SPECIALIST
Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

Master degree or above in Communication International Relations / Public Affairs, Journalism or related from HCS recognized institute / university. Foreign qualification will be considered an added advantage and relevant Specialized Training Considered for the position.
At least 5 years or post qualification experience in Infrastructure Projects.

Total Candidates: 33 **Short listed Candidates: 06** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Bilal Zafar	A	A	A	A	A	Absent	—
02	Faiza Shafiq	30	20	11	11		2 lacs	150,000
03	Yawar Nabi	30	30	15	15		2-3 lacs	200,000 current
04	Syed Hasan Imam Jafferie	30	18	10	10		~~500,000~~ 3 lacs	300,000
05	Abdul Haq Yasir Qazi	00	—	12	12		500,000	300,000 current
06	Riaz Karim Khan	30	30	10	14		USD 4000. too high	4000 USD last salary
7	Hina Maryam	A	A	A	A		A	A

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Chief consultant

FOR THE POST OF PROCUREMENT/ CONTRACT MANAGEMENT SPECIALIST

Sindh Mass Transit Authority

Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

Bachelor's degree or above in (Civil/ Electrical Mechanical) Engineering or equivalent master degree in relevel discipline of engineering of MBA in Project Management will be added advantage from HEC recognized University.

- At least fifteen years or above relevant experience in Procurement and Contract Management / Administration.

Total Candidates: 21 **Short listed Candidates: 05** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Syed Khurram Sheharyar	20	15	8	8			Avg
02	Shoaib Jalil Khan	10	10	8	8		150,000	Avg
03	Asghar Kaleem	05	16	16	10			Avg
04	Muhammad Farooq Memon	30	No 0	05	05			below Avg
05	Abdul Hakeem	30	30	15	15		300,000	Good candidate among all candidates

Chief Consultant

FOR THE POST OF FINANCIAL MANAGEMENT SPECIALIST
Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

A Civil Servant from Pakistan audit and Accounts services (PAAS). FPOE (final passing out exam) qualified frim the department of auditor general of Pakistan and serving in BPS 16-19 holding of MBA (Finance) degree Masters degree in Accounting ns Finance of MS finance or a M.com will be accorded due weightage or a chartered account from private sector.

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- Good communication skill and have experience of working Finance Department / Division, Auditor General of Pakistan Office. Office of Accountant General and Planning Department / Commission.
- Prior Experience of working in donor funded and public sector projects will be accorded due weightage.
- Demonstrated computer skill proficiency in using computer desktop application MS Office (word, Excel and Power Point).

Total Candidates: 27 **Short listed Candidates: 07** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Qurat-ul Ain Asif	A	A	A	A	A		
02	Muhammad Yasir Qureshi	30	20	10	10	70	250,000 300,000	
03	Sanjay Kumar	30	30	13	13	86	350,000	300,000 425,000
04	Kanza Aslam Memon	30	35	15	15	95	300,000	One month
05	Jawaid Islam	30	25	10	10	75	350,000	25000/day
06	Aneel Kumar	30	16	11	10	67	400,000	300,000 (one month)
07	Adil Hussaini	30	20	12	12	74	135,000 150,000	(One month)

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FOR THE POST OF PROCUREMENT/ CONTRACT MANAGEMENT SPECIALIST

Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

Qualification & Experience:

Bachelor's degree or above in (Civil/ Electrical Mechanical) Engineering or equivalent master degree in relevel discipline of engineering of MBA in Project Management will be added advantage from HEC recognized University.

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Total Candidates: 21 **Short listed Candidates: 05** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Syed Khurram Sheharyar	20	25	8	10	63		2nd
02	Shoaib Jalil Khan	25	8	8	8	49		
03	Asghar Kaleem	5	8	10	8	31		
04	Muhammad Farooq Memon	20	5	5	5	35		
05	Abdul Hakeem	30	30	15	15	90		1st

M. Danis

FOR THE POST OF COMMUNICATION SPECIALIST

Sindh Mass Transit Authority

Government of Sindh

SELECTION CRITERIA:

Qualification & Experience: Master degree or above in Communication International Relations / Public Affairs, Journalism or related from HCS recognized institute / university. Foreign qualification will be considered an added advantage and relevant Specialized Training Considered for the position.
At least 5 years or post qualification experience in Infrastructure Projects.

Total Candidates: 33 **Short listed Candidates: 07** **Age Limit: 50 years**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 5 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Bilal Zafar							
02	Faiza Shafiq	30	30	13	12	85	200	1st
03	Yawar Nabi	30	~~30~~ 20	~~10~~ 10	~~10~~ 12	72	200K	
04	Syed Hasan Imam Jafferie (X 5 years)	30	30	10	08	× 78	300	
05	Abdul Haq Yasir Qazi (X [illegible])	0	20	10	10	× 40	500 K	
06	Riaz Karim Khan	30	20	10	05	× 75	500 K	2nd
07	Hina Maryam							

Dir Finance-PPP

FOR THE POST OF FINANCIAL MANAGEMENT SPECIALIST
Sindh Mass Transit Authority
Government of Sindh

SELECTION CRITERIA:

A Civil Servant from Pakistan audit and Accounts services (PAAS). FPOE (final passing out exam) qualified frim the department of auditor general of Pakistan and serving in BPS 16-19 holding of MBA (Finance) degree Masters degree in Accounting ns Finance of MS finance or a M.com will be accorded due weightage or a chartered account from private sector.

Qualification & Experience:

- 8 Years' experience in financial management audit or accounts after acquiring stipulated qualification.
- Good communication skill and have experience of working Finance Department / Division, Auditor General of Pakistan Office. Office of Accountant General and Planning Department / Commission.
- Prior Experience of working in donor funded and public sector projects will be accorded due weightage.
- Demonstrated computer skill proficiency in using computer desktop application MS Office (word, Excel and Power Point).

Age Limit: 50 years

Total Candidates: 27 **Short listed Candidates: 07**

Sr. No.	Name	Qualification (Master or above 100%)	Relevant Experience (up to 8 years 100%)	Communication	Inter Personal Skills	Total	Expected Remuneration	Remarks
	Marks Allocated	30	40	15	15	100		
01	Qurat-ul Ain Asif							
02	Muhammad Yasir Qureshi	30	10	05	08	53	~200K	[illegible]
03	Sanjay Kumar	30	30	10	10	80	350K	2nd
04	Kanza Aslam Memon	30	35	15	15	95	300 K	1st
05	Jawaid Islam	30	20	10	12	72	350 K	
06	Aneel Kumar	30	15	08	07	60	400 +	
07	Adil Hussaini	30	10	05	05	50	150 K	

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NO. FD/SO(Admn-I)/1(34)/2020

GOVERNMENT OF SINDH
FINANCE DEPARTMENT

Karachi, dated the 19th October , 2020

To,

The Secretary to Government of Sindh,
Transport and Mass Transit Department,
KARACHI

SUBJECT: - NOMINATION OF REPRESENTATIVE OF SELECTION COMMITTEE FOR RECRUITMENT OF SPECIALISTS ON CONTRACTUAL BASIS FOR IMPLEMENTATION URBAN MOBILITY PROJECT YELLOW LINE BRTS

I am directed to refer your letter No. PD/YLC/SMTA/2020/2004, dated 30th September, 2020, on the subject noted above. It is to inform that the Mr. Danish, Director, Public Private Partnership Unit (PPP Unit) of Finance Department, Government of Sindh is nominated as a representative of Finance Department for subject committee "Karachi Urban Mobility Project Yellow Line BRTS".

(TOOBA ERUM)
Section Officer (Admn-I)

NO. FD/SO(Admn-I)/1(34)/2020 **Karachi, dated the 19th October, 2020**

A copy is forwarded for information and further necessary action to: -

1. The Additional Finance Secretary (Admn/SR) / (Development).
2. The Director General, Public Private Partnership Unit, Finance Department.
3. The Deputy Secretary (Admn/Accounts), Finance Department, Karachi.
4. Mr. Danish, Director, Public Private Partnership Unit (PPP Unit), Finance Department, Government of Sindh, Karachi.
5. The Project Director, Sindh Mass Transit Authority, Transport & Mass Transit Department, Government of Sindh, Karachi.
6. The R.O to Finance Secretary.
7. Officer order file / Personal File.

Section Officer (Admn-I)

29 *ArshadQureshi/**
E:\D A T A\Admin-I (2020-21)\Deputy Secretaris\Letter (Nomination).docx

021-99332208.

GOVERNMENT OF SINDH
SERVICES, GENERAL ADMINISTRATION
AND COORDINATION DEPARTMENT

Karachi, dated the 12th October, 2020

NOTIFICATION

No.SOII(SGA&CD)6-53/2020: In pursuance of this department's Notification of even number dated 24th September, 2020, the Additional Secretary (Services-II), Services, General Administration and Coordination Department is hereby nominated as Representative of Services, General Administration and Coordination Department.

ADDITIONAL CHIEF SECRETARY (SERVICES)
GOVERNMENT OF SINDH

No.SOII(SGA&CD)6-53/2020, Karachi dated the 12th October, 2020

A copy is forwarded for information and necessary action to:

1. The Principal Secretary to Chief Minister Sindh, Karachi.
2. The Secretary, Transport & Mass Department, Government of Sindh, Karachi.
3. The Secretary, Finance Department, Government of Sindh, Karachi.
4. The Project Director, Karachi Urban Mobility Project (Yellow Line BRTS), House No. D-43, Block-2, Clifton, Karachi, with reference to the letter No.PD/YLC/SMTA/2020/2003, dated 30.09.2020.
5. The Chairman / Members (all) of the Committee.
6. The Deputy Secretary (Staff) to Chief Secretary Sindh, Karachi.
7. The Private Secretary to Additional Chief Secretary (Services), SGA&CD, Karachi.
8. Office order file.

(TAJ MUHAMMAD)
SECTION OFFICER-II

GOVERNMENT OF SINDH
SERVICES, GENERAL ADMINISTRATION
AND COORDINATION DEPARTMENT

Karachi, dated the 12th October, 2020

NOTIFICATION

No.SOII(SGA&CD)6-53/2020: In pursuance of this department's Notification of even number dated 24th September, 2020, the Additional Secretary (Services-II), Services, General Administration and Coordination Department is hereby nominated as Representative of Services, General Administration and Coordination Department.

ADDITIONAL CHIEF SECRETARY (SERVICES)
GOVERNMENT OF SINDH

No.SOII(SGA&CD)6-53/2020, Karachi dated the 12th October, 2020

A copy is forwarded for information and necessary action to:

1. The Principal Secretary to Chief Minister Sindh, Karachi.
2. The Secretary, Transport & Mass Department, Government of Sindh, Karachi.
3. The Secretary, Finance Department, Government of Sindh, Karachi.
4. The Project Director, Karachi Urban Mobility Project (Yellow Line BRTS), House No. D-43, Block-2, Clifton, Karachi, with reference to the letter No.PD/YLC/SMTA/2020/2003, dated 30.09.2020.
5. The Chairman / Members (all) of the Committee.
6. The Deputy Secretary (Staff) to Chief Secretary Sindh, Karachi.
7. The Private Secretary to Additional Chief Secretary (Services), SGA&CD, Karachi.
8. Office order file.

(TAJ MUHAMMAD)
SECTION OFFICER-II

1078

THE WORLD BANK
IBRD • IDA | WORLD BANK GROUP

October 7, 2020

Mr. Muhammad Waseem
Chairman
Planning & Development Board
Government of Sindh
Karachi

Dear Mr. Waseem:

RE: Karachi Mobility Project (KMP)
Virtual Supervision Mission, September 28 – 30, 2020

We would like to thank the Planning and Development Department (P&DD), Transport and Mass Transit Department and Sindh Mass Transit Authority (SMTA), Government of Sindh for extending support to the World Bank during the virtual supervision mission from September 28 to 30, 2020 of the Karachi Mobility Project (KMP). We also appreciate the efforts of the newly appointed Project Director (PD) and his limited Project Management Team (PMT) for expediting the implementation of the project.

The purpose of this mission was to review the overall progress of the project, agree on next steps and provide an overview of the Bank's requirements for procurement, financial management, environment, and social safeguards. During the mission, the Bank and SMTA jointly identified the following activities/ milestones which are on a critical path and require immediate attention. Progress on all these activities/ milestones would have a positive impact on the project rating and disbursement.

Hiring of PMT staff: It has been delayed by almost 9 months and has hampered overall progress of the project. The PD informed the mission that the hiring of the procurement, financial management and communications specialists is at an advanced stage and the selection process will be concluded by 20 October 2020. The remaining PMT specialists (environment, social and gender) would be onboard by 15 November 2020. It was agreed that these specialists will be hired on contractual basis following the jobs descriptions agreed with the Bank.

Design and Supervision Consultant: We are pleased to report that good progress has been achieved recently in the selection of this Consultant, and the PMT has submitted on 23 September 2020 the RFP for Bank's review and no objection. It is expected that the Bank will provide a No Objection and the RFP will be issued to the shortlisted firms by October 10, 2020. The Bank would arrange a virtual training for the Consultant Selection Committee that will strengthen their capacity to evaluate the technical proposals that will be submitted by the shortlisted firms. This will enable the completion of the technical evaluation within 3 weeks from receipt of proposals.

Procurement Plan (PP): The PP was updated during the mission and was cleared by the Bank. In total 12 contracts are included totaling USD 77 million. It was agreed to launch the procurement of few activities in the next few months, besides the conclusion of the selection of the Design and Supervision Consultant.

20-A, Shahrah-e-Jamhuriat, G-5/1, Islamabad, Pakistan / Phone: (92-51) 9090000 / Fax: (92-51) 2279648

Road maintenance and drainage works: At the request of the Honorable Chief Minister Sindh made in August 2020, the Bank agreed to support drainage improvements works to mitigate the effect of monsoon rains which was devastating this year. An amount up to $12 million has been reallocated from the Project's contingencies to cover these additional works. The Bank proposed that the PD will quickly identify and submit to the Bank a proposed list of road works including drainage improvement and associated costs in consultation with other relevant stakeholders in Karachi (KNIP, CLICK, KWSB and others).

Grievance Redressal Mechanism (GRM), Safeguards and Communications: It was agreed that the PMT will hire under Component 3 of the Project a web-developer for a SMTA's website including a page dedicated for this Project as well as a GRM system. It was also agreed that the Bank will offer SMTA an assistance to prepare an Environment and Safeguards (E&S) Policy to be endorsed by SMTA's board and be endorsed publicly.

Table: Action Plan

Sr.	Action	Responsibility	Target date
1.	Hiring of procurement, financial management and communication specialists of the PMT	SMTA	20 Oct 2020
2.	Hiring of environment, social and gender specialists of the PMT	SMTA	15 November 2020
3.	Update of the Procurement Plan	PMT	Done
4.	Issuance of RFPs to shortlisted consultancy firms	PMT	10 October 2020
5.	Training of Consultant Selection Committee staff	World Bank	1 November 2020
6.	Submission of potential list of road and drainage works requiring rehabilitation and maintenance	SMTA	16 October 2020
7.	Submission of IFR to the Bank	PMT	15 October 2020
8.	Setting up of a GRM at SMTA	SMTA/PMT	15 March 2021
9.	Development of SMTA website	PMT	31 January 2021
10.	Preparation of E&S Policy for SMTA	SMTA/PMT	15 December 2020

We appreciate your leadership and look forward towards your continuous support during the implementation of the project. Should you have any questions or suggestions regarding our support to the project, please do not hesitate to contact the Task Team Leader (TTL) Said Dahdah, Senior Transport Specialist (sdahdah@worldbank.org), and the co-TTL Hasan Afzal Zaidi, Senior Transport Specialist (hzaidi@worldbank.org).

Sincerely,

Melinda Good

Melinda Good
Operations Manager, Pakistan

CC List:

Government of Pakistan
Mr Noor Ahmed, Secretary, Economic Affairs Division
Mr. Zulfiqar Haider, Additional Secretary, Economic Affairs Division
Mr. Adil Akbar Khan, Joint Secretary, Economic Affairs Division
Mr. Azam Khan, Deputy Secretary, Economic Affairs Division

Government of Sindh
Mr. Mumtaz Ali Shah, Chief Secretary
Dr. Shireen Mustafa, Secretary, Planning and Development Department
Mr. Shariq Ahmed, Secretary, Transport & Mass Transit Department
Syed Hassan Naqvi, Secretary, Finance Department
Mr. Iqtidar Ahmed, Managing Director, Sindh Mass Transit Authority (SMTA)
Mr. Imran Bhatti, Project Director, SMTA
Mr. Muhammad Yousuf Munir, Director Infrastructure, SMTA

World Bank
Mr. Shahid Ashraf Tarar, Executive Director

FOR INTERNAL USE ONLY

Drafted by: Said Dahdah, TTL (ISAT1)
Cleared by: Shomik Raj, PM (ISAT1)
BCC: Project task team
WBDocs: P166732

20-A, Shahrah-e-Jamhuriat, G-5/1, Islamabad, Pakistan / Phone: (92-51) 9090000 / Fax: (92-51) 2279648

GOVERNMENT OF SINDH

Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

No. PD/YLC/SMTA/2020/2003

Karachi Dated: September 30, 2020

The Additional Chief Secretary (Services),
Services General Administration & Coordination Department,
Government of Sindh,
Karachi.

Subject: NOMINATION OF REPRESENTATIVE FOR SELECTION COMMITTEE FOR RECRUITMENT OF SPECIALISTS ON CONTRACTUAL BASIS FOR IMPLEMENTATION OF KARACHI URBAN MOBILITY PROJECT-YELLOW LINE BRTS.

Ref: Notification No.SOII(SGA&CD)6-53/220 dated: 24th September, 2020

Dear Sir,

Pursuant to the notification referred above (copy attached) it is requested to nominate a representative from Services General Administration & Coordination Department, GoS for the selection committee for recruitment of specialists on contractual basis for implementation of Karachi Urban Mobility Project-Yellow Line BRTS, Sindh Mass Transit Authority, Govt. of Sindh.

2. Any early action will be highly appreciated

(IMRAN BHATTI)
PROJECT DIRECTOR

A copy is forwarded for information to:-

1. The Principal Secretary to the Chief Minister Sindh, Karachi
2. The Secretary Transport & Mass Transit Department, Government of Sindh, Karachi.
3. The Deputy Secretary (Staff) to Chief Secretary Sindh, Karachi.
4. Managing Director, SMTA.
5. Master File.

O/C

House # D, 43, Block 2 Clifton, Karachi, 75600
Tel: 021 99333208 Ext.12 Email: pd.kmp.ylc@gmail.com

01/10/2020

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GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

No. PD/YLC/SMTA/2020/2004

Karachi Dated: September 30, 2020

The Finance Secretary,
Finance Department,
Government of Sindh,
Karachi.

Subject: NOMINATION OF REPRESENTATIVE FOR SELECTION COMMITTEE FOR RECRUITMENT OF SPECIALISTS ON CONTRACTUAL BASIS FOR IMPLEMENTATION OF KARACHI URBAN MOBILITY PROJECT-YELLOW LINE BRTS.

Ref: Notification No.SOII(SGA&CD)6-53/220 dated: 24th September, 2020

Dear Sir,

Pursuant to the notification referred above (copy attached) it is requested to nominate a representative from Finance Department, GoS for the selection committee for recruitment of specialists on contractual basis for implementation of Karachi Urban Mobility Project-Yellow Line BRTS, Sindh Mass Transit Authority, Govt. of Sindh.

2. Any early action will be highly appreciated

(IMRAN BHATTI)
PROJECT DIRECTOR

A copy is forwarded for information to:-

1. The Principal Secretary to the Chief Minister Sindh, Karachi
2. The Secretary Transport & Mass Transit Department, Government of Sindh, Karachi.
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O/C

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Tel: 021 99333208 Ext.12 Email: pd.kmp.ylc@gmail.com

1-10-2020

GOVERNMENT OF SINDH
SERVICES, GENERAL ADMINISTRATION
AND CO-ORDINATION DEPARTMENT

255

Karachi dated the 24th September, 2020

NOTIFICATION

No.SOII(SGA&CD)6-53/2020: The Government of Sindh is pleased to constitute a Selection Committee for recruitment of Specialists on contractual basis for a period of one (01) year to smoothly run/implementation of the Karachi Urban Mobility Project – Yellow Line BRTs, Sindh Mass Transit Authority, Transport & Mass Transit Department, Government of Sindh.

02. The Selection Committee shall have the following composition and terms of reference: -

1.	Managing Director, Sindh Mass Transit Authority, Government of Sindh	**Chairman**
2.	Project Director, Project Management Team, BRTs Yellow Line	Member/ Secretary
3.	Rep. of Finance Department, GoS (Not below BS-19 officer)	Member
4.	Rep. of SGA&C Department, GoS (Not below BS-19 officer)	Member
5.	Chief Consultant Transport & Mass Transit Department	Member

Terms of Reference:

The Committee shall recommend for the selection of potential candidates for Karachi Urban Mobility Project – Yellow Line BRTs, Sindh Mass Transit Authority, Transport & Mass Transit Department.

CHIEF SECRETARY
GOVERNMENT OF SINDH

No.SOII (SGA&CD) 6-5_/2020, Karachi dated the 24th September, 2020

A copy is forwarded for information and necessary action to:

1. The Principal Secretary to Chief Minister Sindh, Karachi.
2. The Secretary, Transport & Mass Department, Government of Sindh, Karachi
3. The Secretary, Finance Department, Government of Sindh, Karachi.
4. The Deputy Secretary (Staff) to Chief Secretary Sindh, Karachi.
5. The Chairman / Members (all) of the Committee.
6. P.S to Secretary (Services), SGA&CD, Karachi.
7. Office order file.

(TAJ MUHAMMAD)
SECTION OFFICER-II

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GOVERNMENT OF SINDH
SERVICES, GENERAL ADMINISTRATION
AND CO-ORDINATION DEPARTMENT

Karachi dated the 24th September, 2020

NOTIFICATION

No.SOII(SGA&CD)6-53/2020: The Government of Sindh is pleased to constitute a Selection Committee for recruitment of Specialists on contractual basis for a period of one (01) year to smoothly run/implementation of the Karachi Urban Mobility Project – Yellow Line BRTs, Sindh Mass Transit Authority, Transport & Mass Transit Department, Government of Sindh.

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4.	Rep. of SGA&C Department, GoS (Not below BS-19 officer)	Member
5.	Chief Consultant Transport & Mass Transit Department	Member

Terms of Reference:
The Committee shall recommend for the selection of potential candidates for Karachi Urban Mobility Project – Yellow Line BRTs, Sindh Mass Transit Authority, Transport & Mass Transit Department.

CHIEF SECRETARY
GOVERNMENT OF SINDH

No.SOII (SGA&CD) 6-53/2020, Karachi dated the 24th September, 2020

A copy is forwarded for information and necessary action to:

1. The Principal Secretary to Chief Minister Sindh, Karachi.
2. The Secretary, Transport & Mass Department, Government of Sindh, Karachi
3. The Secretary, Finance Department, Government of Sindh, Karachi.
4. The Deputy Secretary (Staff) to Chief Secretary Sindh, Karachi.
5. The Chairman / Members (all) of the Committee.
6. P.S to Secretary (Services), SGA&CD, Karachi.
7. Office order file.

(TAJ MUHAMMAD)
SECTION OFFICER-II

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GOVERNMENT OF SINDH
SERVICES, GENERAL ADMINISTRATION
AND CO-ORDINATION DEPARTMENT

Karachi dated the 24th September, 2020

NOTIFICATION

No.SOII(SGA&CD)6-53/2020: The Government of Sindh is pleased to constitute a Selection Committee for recruitment of Specialists on contractual basis for a period of one (01) year to smoothly run/implementation of the Karachi Urban Mobility Project – Yellow Line BRTs, Sindh Mass Transit Authority, Transport & Mass Transit Department, Government of Sindh.

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The Committee shall recommend for the selection of potential candidates for Karachi Urban Mobility Project – Yellow Line BRTs, Sindh Mass Transit Authority, Transport & Mass Transit Department.

CHIEF SECRETARY
GOVERNMENT OF SINDH

No.SOII (SGA&CD) 6-53/2020, Karachi dated the 24th September, 2020

A copy is forwarded for information and necessary action to:

1. The Principal Secretary to Chief Minister Sindh, Karachi.
2. The Secretary, Transport & Mass Department, Government of Sindh, Karachi
3. The Secretary, Finance Department, Government of Sindh, Karachi.
4. The Deputy Secretary (Staff) to Chief Secretary Sindh, Karachi.
5. The Chairman / Members (all) of the Committee.
6. P.S to Secretary (Services), SGA&CD, Karachi.
7. Office order file.

(TAJ MUHAMMAD)
SECTION OFFICER-II

244 E (13)

GOVERNMENT OF SINDH
SERVICES, GENERAL ADMINISTRATION AND CO-ORDINATION DEPARTMENT

Karachi dated the 24th September, 2020

NOTIFICATION

No.SOII(SGA&CD)6-53/2020: The Government of Sindh is pleased to constitute a Selection Committee for recruitment of Specialists on contractual basis for a period of one (01) year to smoothly run/implementation of the Karachi Urban Mobility Project – Yellow Line BRTs, Sindh Mass Transit Authority, Transport & Mass Transit Department, Government of Sindh.

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1.	Managing Director, Sindh Mass Transit Authority, Government of Sindh	**Chairman**
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3.	Rep. of Finance Department, GoS (Not below BS-19 officer)	Member
4.	Rep. of SGA&C Department, GoS (Not below BS-19 officer)	Member
5.	Chief Consultant Transport & Mass Transit Department	Member

Terms of Reference:

The Committee shall recommend for the selection of potential candidates for Karachi Urban Mobility Project – Yellow Line BRTs, Sindh Mass Transit Authority, Transport & Mass Transit Department.

CHIEF SECRETARY
GOVERNMENT OF SINDH

No.SOII (SGA&CD) 6-53/2020, Karachi dated the 24th September, 2020

A copy is forwarded for information and necessary action to:-

1. The Principal Secretary to Chief Minister Sindh, Karachi.
2. The Secretary, Transport & Mass Department, Government of Sindh, Karachi
3. The Secretary, Finance Department, Government of Sindh, Karachi.
4. The Deputy Secretary (Staff) to Chief Secretary Sindh, Karachi.
5. The Chairman / Members (all) of the Committee.
6. P.S to Secretary (Services), SGA&CD, Karachi.
7. Office order file.

(TAJ MUHAMMAD)
SECTION OFFICER-II

GOVERNMENT OF SINDH SGA & CD

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GOVERNMENT OF SINDH
SERVICES, GENERAL ADMINISTRATION
AND CO-ORDINATION DEPARTMENT

Karachi dated the 24th September, 2020

NOTIFICATION

No.SOII(SGA&CD)6-53/2020: The Government of Sindh is pleased to constitute a Selection Committee for recruitment of Specialists on contractual basis for a period of one (01) year to smoothly run/implementation of the Karachi Urban Mobility Project – Yellow Line BRTs, Sindh Mass Transit Authority, Transport & Mass Transit Department, Government of Sindh.

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2.	Project Director, Project Management Team, BRTs Yellow Line	Member/ Secretary
3.	Rep. of Finance Department, GoS (Not below BS-19 officer)	Member
4.	Rep. of SGA&C Department, GoS (Not below BS-19 officer)	Member
5.	Chief Consultant Transport & Mass Transit Department	Member

Terms of Reference:
The Committee shall recommend for the selection of potential candidates for Karachi Urban Mobility Project – Yellow Line BRTs, Sindh Mass Transit Authority, Transport & Mass Transit Department.

CHIEF SECRETARY
GOVERNMENT OF SINDH

No.SOII (SGA&CD) 6-53/2020, Karachi dated the 24th September, 2020

A copy is forwarded for information and necessary action to:

1. The Principal Secretary to Chief Minister Sindh, Karachi.
2. The Secretary, Transport & Mass Department, Government of Sindh, Karachi
3. The Secretary, Finance Department, Government of Sindh, Karachi.
4. The Deputy Secretary (Staff) to Chief Secretary Sindh, Karachi.
5. The Chairman / Members (all) of the Committee.
6. P.S to Secretary (Services), SGA&CD, Karachi.
7. Office order file.

(TAJ MUHAMMAD)
SECTION OFFICER-II

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Government of Sindh
Transport and Mass Transit Department
Sindh Mass Transit Authority

SELECTION OF PROFESSIONAL STAFF AS INDIVIDUAL CONSULTANTS / SPECIALISTS

Sindh Mass Transit Authority (SMTA) intends to hire qualified professionals against the following positions under Karachi Mobility Project funded by International Donor Agency, initially for a period of one year (extendable subject to satisfactory performance and requirement of the Programme).

S.No.	Position	Qualification & Experience
1.	Communication Specialist	Masters degree or above in Communications, International Relations / Public Affairs, Journalism or related discipline from HEC recognized institute / university. Foreign qualification will be considered an added advantage and relevant Specialized Training Timings considered for the position • At least 5 years of post-qualification experience of working infrastructure projects (consultancy + works) / Projects funded by donor agencies shall be preferred.
2.	Environmental Specialist	Masters degree in Engineering, Environmental Sciences, Health Sciences or a related field from HEC recognized university. Foreign qualification will be considered an added advantage. • At least 5 years of post-qualification relevant experience in Environmental Impact Assessment, Environmental Management Plan, Environment, Health & Safety, planning / designing, implementing, training, monitoring and evaluating SHE&Q related activities. • Specialised Training - ISO 9001-2015, Quality Management Systems, ISO-14001, Occupational Health & Safety, ISO-22000, Quality Assurance, or any other skills considered relevant for the position. • Experience of working infrastructure projects (consultancy + works) / Projects funded by donor agencies shall be preferred.
3.	Gender Specialist	Masters degree in Social Sciences, Gender and Development or Women's Studies, Management or related field from HEC recognized university. Specialized Training - Gender Awareness / Sensitization, Gender Based Violence, Community Engagement Strategies Development or any other skills considered relevant for the position. • At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.
4.	Social Development Specialist	Graduate degree in social sciences (e.g. development studies, sociology, human geography, anthropology) from HEC recognized university. • At least 10 years of experience in community engagement, planning, implementation and management of resettlement activities, and complaints resolution / grievance redress management. Experience in the preparation of, or assisting in the preparation of, at least 5 resettlement plans for infrastructure projects. Experience in urban settings would be an advantage. • Strong knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies such as those pertaining to land acquisition and resettlement, labour management and protection, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups. • Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.)
5.	Procurement / Contract Management Specialist	Bachelor's degree or above in (Civil / Electrical Mechanical) Engineering or equivalent. Masters degree in relevant discipline of engineering or MBA in Project Management will be added advantage from HEC recognized university. • At least fifteen (15) years or above relevant experience in Procurement and Contract Management / Administration.
6.	Financial Management Specialist	A civil servant from Pakistan Audit and Accounts Service (PAAS), FPOE (Final Passing Out Exam) qualified from the Department of Auditor General of Pakistan and serving in BPS-18-19. Holding of MBA (Finance) degree, Master's Degree in Accounting and Finance, or MS Finance, or a M.Com will be accorded due weightage or a Chartered Accountant from Private sector. • 8 years' relevant experience in financial management, audit or accounts, after acquiring stipulated qualifications. • Good communication skill and have experience of working with Finance Department / Division, Auditor General of Pakistan Office, Office of Accountant General and Planning Department / Commission. • Prior experience of working in donor funded and public sector projects will be accorded due weightage. • Demonstrated Computer Skill (Proficiency in using computer desktop application MS Office (Word, Excel, and Power Point).

- Only Shortlisted candidates will be called for interview along with original documents. TA/DA shall not be admissible.
- Remuneration would be negotiable commensurating to qualification and experience of the candidate.
- Other public sector employees can also apply through proper channel.
- Interested candidates meeting the above criteria may apply by sending in the form of covering letter along with CV to the address mentioned below within 15 days of publication of this advertisement.
- Maximum age limit 50 years.

Managing Director
Sindh Mass Transit Authority (SMTA)
H.No. 20, 9th Street, Khayaban-e-Shamsheer, Phase-V, DHA, Karachi. Phone: 021-99332911

Say No to Corruption

INF-KRY No. 316/2020

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Gmail

ali raza <aliqau16@gmail.com>

Fwd: Shortlisting for KMP PMT Staff

1 message

Yazim Shah <shahyazim.smta@gmail.com> Thu, Sep 24, 2020 at 9:53 AM
To: ali raza <aliqau16@gmail.com>

Sent from my iPhone

Begin forwarded message:

From: Yazim Shah <shahyazim.smta@gmail.com>
Date: June 9, 2020 at 4:38:46 PM GMT+5
To: smta administration <office.smta@gmail.com>
Subject: Fwd: Shortlisting for KMP PMT Staff

Sent from my iPhone

Begin forwarded message:

From: Said Dahdah <sdahdah@worldbank.org>
Date: June 8, 2020 at 11:06:46 AM GMT+5
To: Yazim Shah <shahyazim.smta@gmail.com>
Cc: "Iqtidar Ahmed (managingdirector.smta@gmail.com)" <managingdirector.smta@gmail.com>, Muhammad Yousuf Munir <director.infra.smta@gmail.com>, Niaz Ali <planning.smtc@gmail.com>, Rafay Ali Laghari <rafay.laghari.smta@gmail.com>, secretarytransport sindh <secretarytransportsindh@gmail.com>, Hasan Afzal Zaidi <hzaidi@worldbank.org>
Subject: Shortlisting for KMP PMT Staff

Dear Yazim,

I hope all is well and you are staying safe.

We have reviewed the information you kindly provided for the shortlisting of the 6 PMT Specialists.

Our assessment and recommendations are based on the following criteria:

1. TOR for each position
2. Candidates not working on existing Bank projects (not only in Sindh but also other Provinces)
3. Reference or direct experience we had with some of the Candidates
4. Diversity

Recommendations:

1. Go ahead with the interview of the following 3 positions (FM , Procurement/Contract Management and Communications Specialists) as per the below shortlists.
2. Re-Advertise for the following 3 positions (Environment, Social Development and Gender Specialists). **However, you should not re-advertise immediately . You need to do some pro-active reaching out first , then use many channels for the advertisement and not only newspaper add.** We can help you achieve that in due course

FM Specialist Shortlist:

- Muhammad Yasir
- Javed Islam
- Kanza Aslam
- Qurat ul Ain Asif
- Aneel Kumar

Procurement/Contract Management Specialist Shortlist:

- Abdul Hakeem
- Muhammad Farooq Memon
- Shoaib Jalil Khan

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Communications Specialist Shortlist:

- Faiza Shafiq
- Abdul Haq Yasir Qazi
- Riaz Karim Khan
- Hina Maryam
- Yawar Nabi

Finally, please confirm to me the timeline for these 3 interviews.

Best regards

Said

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GOVERNMENT OF SINDH

Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

No. PD/YLC/SMTA/ 1984/2020 Karachi Dated: August 20, 2020

NOTE FOR THE SECRETARY

TRANSPORT & MASS TRANSIT DEPARTMENT, GOVERNMENT OF SINDH

SUBJECT: **ISSUES PERTAINING TO THE YELLOW LINE BUS RAPID TRANSIT SYSTEM, KARACHI MOBILITY PROJECT, FUNDED BY THE WORLD BANK GROUP.**

It is apprised that undersigned received an email from the World Bank's Task Team Leader, Mr. Said Dahdah on the subject mentioned above. In his email the TTL mentioned that bottlenecks for the Yellow Line BRT shall be removed at earliest otherwise the Bank may revise the project structuring. Based on the above email following points are hereby mentioned for your kind attention:

i. **Hiring of six project specialists i.e.**
   a. Finance Management Specialist
   b. Procurement & Contract Management Specialist
   c. Communication Specialist
   d. Gender Specialist
   e. Environment Specialist
   f. Social Development Specialist

ii. **Pre-qualification & shortlisting of detailed design consultants and;**

iii. **Issuance of Request for Proposal**

2. It is worthy to mention here that the Project Agreement and Loan Agreement have been signed on 26.11.2019 which is also the project effectiveness date. According to the project PC-1 and the Project Appraisal Document (PAD) it is the responsibility of the Sindh Mass Transit Authority (SMTA) to implement the project through Project Management Team (PMT). The PMT is to be headed by a Project Director and six specialists along with support staff as envisaged in PC-1 of the project and PAD. Undersigned has been appointed as Project Director,

Yellow Line BRT vide notification No. SOI (SGA&CD)/-3/20/2019 dated 15.06.2020, however, other appointments as mentioned in paragraph (1) (i) are yet to be done.

3. In this context it is briefed that the honorable Chief Minister, Sindh has concurred his approval for hiring of six specialists vide Summary No. 61 dated 24.01.2020 (Annexure-I). Subsequently, advertisement of above mentioned positions have been made in the month of February, 2020 and CVs of applicants for the above mentioned positions received and forwarded to the WB team for scrutinizing and short listing. The WB team reviewed, assessed and shortlisted the applications on the basis of following criteria:

i. TOR for each position
ii. Candidates not working on existing Bank projects (not only in Sindh but also other Provinces)
iii. Reference or direct experience the bank had with some of the Candidates
iv. Diversity

4. Accordingly, the shortlisted candidates have to be selected through interview process by an interview/selection committee. In this regard it is proposed that following composition may be notified through the competent authority.

i.	Managing Director (SMTA)	Chairman
ii.	Project Director Yellow Line	Member/Secretary
iii.	Representative from Finance Department (not below the rank of BS-19)	Member
iv.	Consultant TMTD	Member
v.	Representative from SGA&C Department (not below the rank of BS-19)	Member

5. In this regard it is clarified that the positions mentioned in paragraph (1) (i) are project specific, temporary and contractual in nature for the implementation of Yellow Line BRTS only. Besides, these specialists will also serve to enhance the capacity of the SMTA project team.

6. As far as point (ii) and (iii) of paragraph-1 are concerned, it is apprised that the SGA&CD has reconstituted the Consultant Selection Committee vide Notification No. SO(C-IV)SGA&CD/Notification-Trpt/2020 dated 28.07.2020 (Annexure-II). The said committee is carrying out its function in accordance with the terms of reference and by 31st August, 2020 the

committee will be in position to shortlist the consultants for detailed design and a draft Request for Proposal for World Bank review.

7. It is, therefore, proposed that three positions i.e Finance Management Specialist, Procurement & Contract Management Specialist and Communication Specialist may be hired in first phase and remaining positions may be hired in second phase once the detailed design consultants will be onboard. On note of Red Line BRT Project, it is requested that the undersigned may be relieved from the additional charge and assignment may be entrusted to Chief Executive Officer, TransKarachi or Director Infrastructure SMTA so as to run the Yellow Line BRTS smoothly.

8. Worthy Secretary, Transport & Mass Transit Department is requested to approve paragraph-7 above.

20/8/2020

(IMRAN BHATTI)
PROJECT DIRECTOR, YELLOW LINE BRTS

9. MANAGING DIRECTOR, SMTA

10. SECRETARY, TRANSPORT & MTD.

Applications of Candidates for 6 Specialist Posts were sent to World Bank out of which Candidates for 3 Posts were Short listed by World Bank. For the remaining 3 Posts the, Advertisement will be made Acter on as per instruction of World Bank i.e Donor Agency. Further more decision may be made in view of Board meeting. Regarding the Composition of interview Pannel is requested that Secretary TMTD may Head the interview Pannel in Place of M.D SMTA.

Submitted for further order's

20/08/2020

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GOVERNMENT OF SINDH

Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

No. PD/YLC/SMTA/005/2020/1935

Karachi Dated: July 22, 2020

The Managing Director,
Sindh Mass Transit Authority,
Transport and Mass Transit Department,
Government of Sindh
Karachi.

Subject: HIRING OF SPECIALIST FOR YELLOW LINE BRTS, KARACHI MOBILITY PROJECT.

As you are aware that IBRD Loan No. 89950-PK for Karachi Urban Mobility Project, Yellow Line BRT has been effective from 26.11.2019. According to the Section 1 A-3 of the Project Agreement made between the Government of Sindh and World Bank Group the SMTA shall establish, no later than one (1) month after the Effective Date, and thereafter maintain throughout the period of implementation of the Project, under the leadership of the Project Director, a team of experts (whether civil servants or consultants) in adequate number, each with terms of reference, qualifications and experience satisfactory to the Bank (the "Project Management Team"), as and when their expertise will be needed in the views of the Bank for the efficient management of Project and the achievement of its development objective. The same objective is further elaborated in Project Appraisal Document Report No. PAD3296.

2. You are also aware that sufficient time has been elapsed for the hiring of Specialists for the project. Yet, it is, apprised that project efficiency is being badly hampered due to non-hiring of project specialists (for the positions of Finance Management Specialist, Procurement & Contract Management Specialist and Communication Specialist) and specific time lines are being missed due to one or other reason. At this stage it is also apprised that process for the selection of consultants for the detailed design of the project will be correspondingly impacted.

3. Here for the sake of clearance it is informed that these specialists shall be hired for the duration of the project as agreed between the Government of Sindh and the World Bank. These specialists will remain part of the project and certainly enhance the capacity of the

House No. 20, 9th Street Khayaban-e-Shamsher, DHA Karachi, Ph 021-99332910/11

GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

SMTA staff attached to the project management team. As far as their hiring is concerned it is informed that in all World Bank Projects the six core specialists are hired for the duration of the project that also play part to build the capacity of the project implementing entity.

4. It is, therefore, requested to expedite the process of hiring of Financial Management Specialist, Procurement and Contract Management Specialist and Communication Specialist so that project may take its pace and meet the timelines as envisaged in the Project Agreement and other project documents.

(IMRAN BHATTI)
PROJECT DIRECTOR

A copy is forwarded for information to:-

1. The Secretary Transport & Mass Transit Department, Government of Sindh.
2. The Chairperson Sindh Mass Transit Authority, Government of Sindh.
3. Mr. Said Dahdah, Task Team Leader, World Bank Group for Karachi Mobility Project.
4. The PS to Minister Transport and Mass Transit Department, Govt. of Sindh.
5. Master File.

Government of Sindh
Transport and Mass Transit Department
Sindh Mass Transit Authority

SELECTION OF PROFESSIONAL STAFF AS INDIVIDUAL CONSULTANTS / SPECIALISTS

Sindh Mass Transit Authority (SMTA) intends to hire qualified professionals against the following positions under Karachi Mobility Project funded by International Donor Agency, initially for a period of one year (extendable subject to satisfactory performance and requirement of the Programme).

S.No.	Position	Qualification & Experience
1.	Communication Specialist	Masters degree or above in Communications, International Relations / Public Affairs, Journalism or related discipline from HEC recognized institute / university. Foreign qualification will be considered an added advantage and relevant Specialized Training Timings considered for the position • At least 5 years of post-qualification experience of working infrastructure projects (consultancy + works) / Projects funded by donor agencies shall be preferred.
2.	Environmental Specialist	Masters degree in Engineering, Environmental Sciences, Health Sciences or a related field from HEC recognized university. Foreign qualification will be considered an added advantage. • At least 5 years of post-qualification relevant experience in Environmental Impact Assessment, Environmental Management Plan, Environment, Health & Safety, planning / designing, implementing, training, monitoring and evaluating SHE&Q related activities. • Specialised Training - ISO 9001-2015, Quality Management Systems, ISO-14001, Occupational Health & Safety, ISO-22000, Quality Assurance, or any other skills considered relevant for the position. • Experience of working infrastructure projects (consultancy + works) / Projects funded by donor agencies shall be preferred.
3.	Gender Specialist	Masters degree in Social Sciences, Gender and Development or Women's Studies, Management or related field from HEC recognized university. Specialized Training - Gender Awareness / Sensitization, Gender Based Violence, Community Engagement Strategies Development or any other skills considered relevant for the position. • At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.
4.	Social Development Specialist	Graduate degree in social sciences (e.g. development studies, sociology, human geography, anthropology) from HEC recognized university. • At least 10 years of experience in community engagement, planning, implementation and management of resettlement activities, and complaints resolution / grievance redress management. Experience in the preparation of, or assisting in the preparation of, at least 5 resettlement plans for infrastructure projects. Experience in urban settings would be an advantage. • Strong knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies such as those pertaining to land acquisition and resettlement, labour management and protection, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups. • Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.)
5.	Procurement / Contract Management Specialist	Bachelor's degree or above in (Civil / Electrical Mechanical) Engineering or equivalent. Masters degree in relevant discipline of engineering or MBA in Project Management will be added advantage from HEC recognized university. • At least fifteen (15) years or above relevant experience in Procurement and Contract Management / Administration.
6.	Financial Management Specialist	A civil servant from Pakistan Audit and Accounts Service (PAAS), FPOE (Final Passing Out Exam) qualified from the Department of Auditor General of Pakistan and serving in BPS-18-19. Holding of MBA (Finance) degree, Master's Degree in Accounting and Finance, or MS Finance, or a M.Com will be accorded due weightage or a Chartered Accountant from Private sector. • 8 years' relevant experience in financial management, audit or accounts, after acquiring stipulated qualifications. • Good communication skill and have experience of working with Finance Department / Division, Auditor General of Pakistan Office, Office of Accountant General and Planning Department / Commission. • Prior experience of working in donor funded and public sector projects will be accorded due weightage. • Demonstrated Computer Skill (Proficiency in using computer desktop application MS Office (Word, Excel, and Power Point).

- Only Shortlisted candidates will be called for interview along with original documents. TA/DA shall not be admissible.
- Remuneration would be negotiable commensurating to qualification and experience of the candidate.
- Other public sector employees can also apply through proper channel.
- Interested candidates meeting the above criteria may apply by sending in the form of covering letter along with CV to the address mentioned below within 15 days of publication of this advertisement.
- Maximum age limit 50 years.

Managing Director
Sindh Mass Transit Authority (SMTA)
H.No. 20, 9th Street, Khayaban-e-Shamsheer, Phase-V, DHA, Karachi. Phone: 021-99332911

Say No to Corruption

ہم بدعنوانی کے خلاف متحد ہیں

INF-KRY No. 316/2020

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From: Said Dahdah <sdahdah@worldbank.org>
Sent: Monday, June 8, 2020 11:07
To: Yazim Shah
Cc: Iqtidar Ahmed (managingdirector.smta@gmail.com); Muhammad Yousuf Munir; Niaz Ali; Rafay Ali Laghari; secretarytransport sindh; Hasan Afzal Zaidi
Subject: Shortlisting for KMP PMT Staff

Importance: High

Dear Yazim,

I hope all is well and you are staying safe.

We have reviewed the information you kindly provided for the shortlisting of the 6 PMT Specialists.

Our assessment and recommendations are based on the following criteria:

1. TOR for each position
2. Candidates not working on existing Bank projects (not only in Sindh but also other Provinces)
3. Reference or direct experience we had with some of the Candidates
4. Diversity

Recommendations:

1. Go ahead with the interview of the following 3 positions (FM , Procurement/Contract Management and Communications Specialists) as per the below shortlists.
2. Re-Advertise for the following 3 positions (Environment, Social Development and Gender Specialists). **However, you should not re-advertise immediately . You need to do some pro-active reaching out first , then use many channels for the advertisement and not only newspaper add.** We can help you achieve that in due course

FM Specialist Shortlist:

- Muhammad Yasir
- Javed Islam
- Kanza Aslam
- Qurat ul Ain Asif
- Aneel Kumar

Procurement/Contract Management Specialist Shortlist:

- Abdul Hakeem
- Muhammad Farooq Memon
- Shoaib Jalil Khan

Communications Specialist Shortlist:

- Faiza Shafiq
- Abdul Haq Yasir Qazi
- Riaz Karim Khan
- Hina Maryam
- Yawar Nabi

inally, please confirm to me the timeline for these 3 interviews.

Best regards

Said

PD/YLC/NOTE/MD/001/2020
DATED:02.07.2020

NOTE FOR

THE MANAGING DIRECTOR, SINDH MASS TRANSIT AUTHORITY (SMTA)

Subject: **<u>YELLOW LINE CORRIDOR, KARACHI MOBILITY PROJECT</u>**

It is stated that a meeting for Pre-Qualification of Consultants was held in the office of SMTA under your chairmanship on Friday 26 June, 2020. The undersigned also joined the meeting on same day as it was very first day of joining the project. The case of inclusion of Project Director in committee was also discussed there and it was agreed that the Authority will send its proposals for inclusion of PD in said committee to the Transport & Mass Transit Department, Government of Sindh for onward transmission and approval from the office of Chief Secretary, Sindh. In this regard a draft notification is attached to this note for onward transmission to Administrative Department.

2. Besides, it has been also learnt that project specialists have been shortlisted and they are required to undergo for further assessment for final selection. In this regard, I would request you to share details of proceedings so that further necessary action may be taken accordingly.

3. As you are aware that according to the PC-1 and the annexed Gantt chart some project deadlines have been missed and by the passage of time it will become more difficult for us to meet the deadlines if we do not take action accordingly. In this context, office accommodation, staff placement, consultant selection and other logistic issues need to be settled within shortest span of time.

4. The Managing Director is requested to take appropriate action accordingly.

(IMRAN BHATTI) 2/7/2020
PROJECT DIRECTOR, YELLOW LINE CORRIDOR

5. Managing Director

With refrence to Pre-Qualification Consultant meeting on dated 26 June, it was decided that next meeting will be held in SMTA on Friday 03-7-2020. The minutes of meeting is in Process and will be send to all members for Signature by tomorrow. Regarding the inclusion of Name of PD in the Consultant Selection Committee, Note sheet will be move after the Signatures of members on minutes of the meeting. MR Danish representative of Finance

Department requested to postponed the meeting and the new date of Meeting is Monday 06-7-2020 at 1 PM in SMTA. He will attend the meeting on Zoom / Skype. Regarding this meeting Confirmation has also been obtained from MR Sikandar Shaikh representative of P&D Department.

Regarding the short Listing of Project specialists, Advertisement has been floated and Candidates have been short listed. For further action Meeting of H.R Committee was conducted on 12 June for way forward of interviewing of Candidates. The chairman H.R Committee decided to send the Recruitment Rules to Law Department through TMTD for Vatting. The Recruitment Rules have been sent to the chairman and all committee members for reviewing and approval. As the approval accorded by H.R Committee, the same will be send to law Department Until no further action can be taken.

Regarding the Dead lines Now you are being Notified as P.D yellow line you may initiate Under intimation of Under Signed and put your efforts to Meet the Dead lines. For the Record of yellow line matter has been discussed with yourself Muneer Director Infra SMTA. He will provide all the relevant desired document on monday if he attend the meeting. For this you may Contact him for Submission of Record.

As Discussed with you the Agreement of Present office will expire on 30th August 2020. New office Agreement with PNSC is in Process and will be Hope fully done Next week. Due to Shortage of

Rooms in the Present Building, Seprate Room can not be given at this stage How ever as per availability in the New office Building Seprate Room will be alloted to you.

02/07/2020

Project Director
Yellow line

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GOVERNMENT OF SINDH

Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

No. PD/YLC/SMTA/005/2020/1935

Karachi Dated: July 22, 2020

The Managing Director,
Sindh Mass Transit Authority,
Transport and Mass Transit Department,
Government of Sindh
Karachi.

Subject: HIRING OF SPECIALIST FOR YELLOW LINE BRTS, KARACHI MOBILITY PROJECT.

As you are aware that IBRD Loan No. 89950-PK for Karachi Urban Mobility Project, Yellow Line BRT has been effective from 26.11.2019. According to the Section 1 A-3 of the Project Agreement made between the Government of Sindh and World Bank Group the SMTA shall establish, no later than one (1) month after the Effective Date, and thereafter maintain throughout the period of implementation of the Project, under the leadership of the Project Director, a team of experts (whether civil servants or consultants) in adequate number, each with terms of reference, qualifications and experience satisfactory to the Bank (the "Project Management Team"), as and when their expertise will be needed in the views of the Bank for the efficient management of Project and the achievement of its development objective. The same objective is further elaborated in Project Appraisal Document Report No. PAD3296.

2. You are also aware that sufficient time has been elapsed for the hiring of Specialists for the project. Yet, it is, apprised that project efficiency is being badly hampered due to non-hiring of project specialists (for the positions of Finance Management Specialist, Procurement & Contract Management Specialist and Communication Specialist) and specific time lines are being missed due to one or other reason. At this stage it is also apprised that process for the selection of consultants for the detailed design of the project will be correspondingly impacted.

3. Here for the sake of clearance it is informed that these specialists shall be hired for the duration of the project as agreed between the Government of Sindh and the World Bank. These specialists will remain part of the project and certainly enhance the capacity of the

Pl discuss
27/07/2020
Dir Admin

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GOVERNMENT OF SINDH

Karachi Urban Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

SMTA staff attached to the project management team. As far as their hiring is concerned it is informed that in all World Bank Projects the six core specialists are hired for the duration of the project that also play part to build the capacity of the project implementing entity.

4. It is, therefore, requested to expedite the process of hiring of Financial Management Specialist, Procurement and Contract Management Specialist and Communication Specialist so that project may take its pace and meet the timelines as envisaged in the Project Agreement and other project documents.

(IMRAN BHATTI)
PROJECT DIRECTOR

A copy is forwarded for information to:-

1. The Secretary Transport & Mass Transit Department, Government of Sindh.
2. The Chairperson Sindh Mass Transit Authority, Government of Sindh.
3. Mr. Said Dahdah, Task Team Leader, World Bank Group for Karachi Mobility Project.
4. The PS to Minister Transport and Mass Transit Department, Govt. of Sindh.
5. Master File.

House No. 20, 9th Street Khayaban-e-Shamsher, DHA Karachi, Ph 021-99332910/11

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No. ADMIN&HR/HR-COMMITTEE /2020/1815
GOVERNMENT OF SINDH
TRANSPORT & MASS TRANSIT DEPARTMENT
SINDH MASS TRANSIT AUTHORITY
Karachi Dated: May, 2020

To,

Barrister Arsalan Ahmed Sheikh,
Chairman Legal & HRM Committee,
Mayor / Administrator,
Sukkur.

SUBJECT: MEETING OF LEGAL & HRM COMMITTEE OF SMTA

It is for your kind information that Sindh Mass Transit Authority (SMTA) intends to conduct meeting of Legal & Human Resources Management Committee of BoDs SMTA in 2nd week of June 2020 (From 9th June to 12th June, 2020). Being Chairman of the said committee you are hereby requested to intimate date and time as per your availability.

2. **The agendas of the meeting are as under:**

i. Constitution of Recruitment Selection Committee for appointment of BPS-1 to BPS-4 as per schedule of establishment approved by Chief Minister, Sindh. The Applications for the non-technical posts were invited through advertisement published on dated 31st January, 2020 **(Annexure A)** for which approximately 950 applications were received.

"The proposed Recruitment Selection Committee is as under:"

1.	Managing Director, SMTA, GoS	Chairman
2.	Consultant (Planning & Coordination), TMTD	Member
3.	Director (Finance & Accounts), SMTA	Member
4.	Director (Administration & HR), SMTA	Member
5.	Deputy Director (Contract & Procurement), SMTA	Member / Secretary

ii. Constitution of Recruitment Selection Committee for the vacant posts of SMTA of BPS-5 and above. As per approval of SMTA Board, NIT was published in leading dailies for hiring of Testing Service Agency to conduct written test for various vacant positions of SMTA (**Annexure B**). The Contract was awarded to Candidate Testing Service (CTS) as SPPRA Rule to conduct written test. The Testing Service conducted written test for

various vacant positions of SMTA on dated 15th and 16th February 2020 which result is now expected in first week of June 2020.

"The proposed Recruitment Selection Committee is as under:"

i.	Managing Director SMTA, GoS	Chairman
ii.	Additional Secretary, TMTD, GoS	Member
iii.	Chairman (Pakistan Engineering Council) Sindh	Member
iv.	Chairman (PCAT), Sindh	Member
v.	Subject Specialist	Member

iii. Constitution of Recruitment Selection Committee for Selection of Professional Staff / Individual Consultants/ Specialists as per Requirement of World Bank. In this regard, advertisement for six (06) specialists positions (i.e. Environmental, Communications, Gender, Social Development, Procurement / Contract Management and Financial Management Specialist) which are to be hired for Karachi Mobility Project (KMP), **BRT Yellow Line** was published in leading dailies on February 2nd , 2020 (**Annexure** C) for which approximately total number of applications received are 185 approximately and 45 candidates have been shortlisted.

"The proposed Recruitment Selection Committee is as under:"

i.	Secretary, TMTD, GoS	Chairman
ii.	Managing Director, SMTA, GoS	Member
iii.	Project Director, BRT Redline	Member
iv.	Chief Economist, Planning & Development, GoS	Member
v.	Director Projects, SMTA	Member / Secretary

3. To finalize the hiring process of all above mentioned agendas, Recruitment Selection Committee is to be constituted for which a meeting has to be conducted with respect to this a meeting of above committee was scheduled on 25th March 2020 but could not held due to Pandemic Crises across the country.

01/6/2020

(IQTIDAR AHMED)
MANAGING DIRECTOR

A copy is forwarded for information to:-

1. All Members.
2. PS to the Minister, Transport & Mass Transit, Sindh.
3. PS to the Secretary, Transport & Mass Transit Department, GoS.
4. SMTA Board File.

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Sindh Mass Transit Authority
Transport & Mass Transit Department
Government of Sindh

JOB OPPORTUNITIES

Applications are invited for the following posts in Sindh Mass Transit Authority, Transport & Mass Transit Department, Government of Sindh domiciled in Sindh for their appointment as per rules / requirement of posts on purely contract basis.

S. #	Name of Post	Qualification	Age Limit
1.	**Driver**	i. Possessing of valid LTV/HTV License ii. Must be able to maintain the log book iii. At least 5 years' experience	18-28 Years
2.	**Naib Qasid**	Middle pass. Preference will be given to candidate possessing experience in the relevant field	18-28 Years
3.	**Chowkidar**	Preferably Literate	18-28 Years

Note: The candidate who is already in government service should apply through proper channel.

- Last date for receipt of application is 15 days after publication of this advertisement.
- Age relaxation of (15) years in upper age limit will be applicable as per rules.
- Minorities / Females / Disabled quota application as per rules.
- No TA/DA will be admissible for the purpose of test / interview.
- In case of any false information / fake or bogus documents, selection shall stand withdrawn / cancelled immediately at any stage (even after employment if so discovered later) and will be initiated a legal action against the applicant.
- The candidates who have applied earlier may also apply fresh; their previous application shall not be considered.
- Candidate should send their applications to the undersigned and submit application on the following proforma:

1) Name 2) Father's Name 3) CNIC No. 4) Date of Birth
5) Contact Number 6) Domicile 7) Qualification 8) Postal Address
9) Two Passport Size Photographs.

DIRECTOR (ADMINISTRATION & HR)
SINDH MASS TRANSIT AUTHORITY
H. NO. 20, STREET 9, KHAYABAN-E-SHAMSHEER DHA
PHASE-V, KARACHI, PAKISTAN Phone # 021-99332911

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Government of Sindh

Transport and Mass Transit Department Sindh Mass Transit Authority

JOB OPPORTUNITIES

Applications are invited for suitable qualified professionals having Sindh Domicile with highly motivated and result oriented individual for appointment on purely contract basis, for the following posts for Sindh Mass Transit Authority, Transport & Mass Trasit Department, Government of Sindh.

S.No.	Name of the Post	Qualification & Experience	Age Limit
01.	Deputy Managing Director BRT System	Bachelor Degree in Civil Engineering / Urban Engineering from HEC recognized University with at least 10 year of post qualification relevant experience in Transport Planning and Engineering / Transport Economics. Must have skills in consultative team building and organizational management, excellent skills in negotiation and contractual matters, demonstrative ability to take responsibility and delegate responsibility in accordance with sound management principles. Preference will be given to MS in Transport Planning and Engineering / Project Management / Construction Management / Civil Engineering. Foreign qualification will be considered as an added advantage.	40-55 Years
02.	Deputy Managing Director, Governance	Master Degree in Business Administration (MBA) / Human Resource Management (HRM) / Public Administration (MPA) / Management Sciences / Masters in Economics from HEC recognized university. Foreign qualification will be considered as an added advantage. At least 10 years of post qualification relevant experience in Government / Autonomous / Semi-Autonomous body or reputable organization.	40-55 Years
03.	Director (Administration & HR)	Master Degree in Business Administration (MBA) / Human Resource Management (HRM) / Public Administration (MPA) / Management Sciences / Masters in Economics from HEC recognized University. At least 08 year work experience including 03 years Middle Level Management Position and knowledge of Admin & HR matters.	30-50 Years
04.	Director (Finance & Accounts)	MBA (Finance) / CMA / CPA / CA / ACCA OR equivalent from an HEC recognized university / institute. At least 08 years of Progressive experience of Corporate Banking, Investment Banking, Corporate Credit Appraisal, and Project Financing preferably with donor agencies, Work experience related to Public Private Partnership will be an added advantage.	30-50 Years
05.	Director Planning	Bachelor's Degree in Civil Engineering / Urban Engineering or City & Regional Planning from HEC recognized University with at least 08 years of experience, international work experience or foreign education will be considered as an added advantage. Preference will be given to MS in Project Management / Construction Management / Civil Engineering.	30-50 Years
06.	Director (BRT Operations)	B.E in Civil / Mechanical from HEC recognized university. At least 08 year post qualification relevant experience of Bus Specification, Logistics / Fleet Management experience is essential, furthermore, experience should include reporting, monitoring, operations and supervision. Preference will be given to MS in relevant field of study and experience. Foreign qualification will be considered as an added advantage.	30-50 Years
07.	Director IT / ITS	Bachelor Degree in IT / Computer Science / Information System / Telecommunication / Electronics and Electrical OR related field from HEC recognized University, preferably Masters and foreign qualification will be considered as an added advantage. At least 08 years post qualification experience in relevant field.	30-50 Years
08.	Director Communication	Bachelors / Masters at least 16 years of education in Communication / Media and Mass Communication / Journalism / Public Relations OR related discipline from HEC recognized University. Foreign qualification will be considered as an added advantage. At least 08 years post qualification relevant experience including a minimum of 03 year of experience in a similar role is highly desirable.	30-50 Years
09.	Director Legal	Bachelor Degree in Law (LLB), preferably LLM OR related discipline from an HEC recognized University / Institute or equivalent. At least 05 yeas of relevant work experience in a reputable law firm / corporate firm / Public Private Partnership. Foreign Qualification and experience will be considered added advantage.	30-50 Years
10.	Chief Engineer	B.E. in Civil / Urban Engineering, preferably Master Degree in Civil Engineering / Transportation Engineering / Construction Management / Project Management OR related discipline from HEC recognized university with at least 07 years of Post Qualification relevant experience, preferably in Mass Transit Projects.	30-50 Years
11.	Deputy Director Finance (Business Management)	MBA (Finance) / CMA / CPA / CA / ACCA OR equivalent from an HEC recognized university / institute. At least 05 years of Progressive experience of Corporate Banking, Investment Banking, Corporate Credit Appraisal, and Project Financing preferably with donor agencies work experience related to Public Private Partnership will be an added advantage.	30-50 Years
12.	Deputy Director Planning (Planning) & (Policy)	B.E. Civil / Urban Engineering / Transport Planning / City & Regional Planning, Preferably Master Degree in Civil Engineering / Transportation Engineering / Construction Management / Project Management from HEC recognized University with at least 05 years post qualification relevant experience, international work experience will be considered as an added advantage.	30-50 Years
13.	Deputy Director (ITS / IT) (IT Systems) & (IT Applications)	Bachelor Degree in IT / Computer Science / Information System / Telecommunication / Electronics and Electrical OR related field from HEC recognized University, preferably Masters and foreign qualification will be considered as an added advantage at least 05 years post qualification experience.	30-50 Years
14.	Deputy Director Business Development	Bachelor Degree in Business Administration, Business Management, Business Development, Marketing, Finance, Economics from HEC recognized University. At least 05 year post qualification in relevant experience. Two (02) years of experience in renting & Management or Advertisement of Commercial / Parking Spaces will be considered as an advantage.	30-50 Years
15.	Deputy Director BRT Operations	B.E. in Civil / Mechanical from HEC recognized university. At least 05 year post qualification relevant experience of Bus Specification, Logistics / Fleet Management experience is essential; furthermore, experience should include reporting, monitoring, operations and supervision. Preference will be given to MS in relevant field of study and experience. Foreign qualification will be considered as an added advantage.	30-50 Years
16.	Deputy Director Legal	Bachelor Degree in Law (LLB), preferably LLM OR related discipline from an HEC recognized University / Institute or equivalent. At least 03 years of relevant work experience in a reputable law firm / corporate firm / Public Private Partnership. Foreign Qualification and experience will be considered added advantage.	30-50 Years
17.	Executive Engineer (Projects)	Bachelor Degree in Civil Engineering from HEC recognized University at least 05 year experience of Road / Highway projects / Mass Transit Projects with in reputable organization.	30-50 Years
18.	Assistant Executive Engineer (Projects)	B.E in Civil / Urban / Electrical / Mechanical from HEC recognized university at least 03 year experience of Road / Highway projects / Mass Transit Projects with reputable organization.	25-50 Years
19.	Assistant Director Planning	B.E in Civil / Urban / City & Regional Planning from HEC recognized university at least 03 year experience in relevant field in reputable organization.	25-50 Years
20.	Assistant Director BRT Operations	B.E in Civil / Mechanical / Mechatronics from HEC recognized university. At least 03 year post qualification relevant experience in reputable organization.	25-50 Years
21.	Assistant Director IT / ITS	Bachelor Degree in IT / Telecom / Networking / Computer Systems / Software Engineering / Programming / Application Development / ITS / Electronics / Electrical OR related discipline from HEC recognized University with at least 03 year post qualification relevant experience.	25-50 Years
22.	Assistant Director Business Development	Bachelor Degree in Business Administration / Commerce / Public Administration / Economics / Arts from HEC recognized University at least 03 year work experience with strong Communication / computer skills.	25-50 Years
23.	Assistant Director (Finance)	Minimum Bachelor Degree in Business Administration (Finance) / Commerce / ACCA from recognized Institute / University with strong Interpersonal Skills, Strong Financial Modeling, Transaction Handling / Financial Analysis / Corporate Documentation with at least 03 years of successful, verifiable and relevant experience preferably in Public Private Partnership Projects.	25-50 Years
24.	Assistant Director (HR / Training)	BBA (HR) / BPA from HEC recognized university and knowledge of Administrative & HR matters with at least 03 year work experience.	25-50 Years
25.	Assistant Director Communication	Bachelor Degree in Communication / Media Relations / Journalism / Publishing / Public Relations OR related discipline from HEC recognized University. At least 03 year work experience.	25-50 Years
26.	Data Analyst	Bachelor Degree in Economics / Statistics, preferably Master degree in Statistics / Data Analytics & Reporting from HEC recognized university with minimum experience of 03 years of Business Intelligence and Report Development tools at similar position. Well conversant with MS Office.	25-40 Years

TERMS & CONDITIONS:

1. Eligibility of candidate will be determined on the basis of his / her academic qualification as given against each post.
2. Candidate can apply for more than one post by submitting separate form for each post with separate fee. Deposited amount is non-refundable — Non-transferable.
3. Only shortlisted applicants will be called for test / interview. Original documents along with set of attested copies must be presented by the candidates at the time of interview.
4. In case, any of the information furnished by the applicant, found fake or bogus, candidature of particular candidate will stand cancelled and legal action shall be taken against the particular candidate.
5. Those already in service should apply through proper channel.
6. Incomplete application received after due date shall not be entertained.
7. No TA / DA will be admissible to the candidates appearing for test / interview.
8. The competent authority reserves the right to cancel / postpone recruitment process at any stage.
9. Any influence for selection will lead to the disqualification for the post applied for.

HOW TO APPLY

1. Application forms and online deposit slips are available on Candidate Testing Service (CTS) website www.cts.org.pk
2. Last date for submission of application is 04-10-2019 (Friday).
3. Candidate Testing Service or Sindh Mass Transit Authority will not be responsible for late receipt of application sent through post or any other courier service.
4. Candidate are required to sent their prescribed application forms for the posts along with online deposit slips (in original) to: Candidate Testing Service, Office No. 8, 2nd Floor, United Plaza, 95-E, Blue Area, Islamabad, (Ph: 051-2120100-272) www.cts.org.pk

MANAGING DIRECTOR
SINDH MASS TRANSIT AUTHORITY

FOR FURTHER INFORMATION PLEASE CONTACT
OFFICE NO. 6, 2ND FLOOR, UNITED PLAZA, 96-E, BLUE AREA, ISLAMABAD.
PHONE 051-2120100/272

INF-KRY: No. 5146/19

Say No to Corruption

Government of Sindh
Transport and Mass Transit Department
Sindh Mass Transit Authority

SELECTION OF PROFESSIONAL STAFF AS INDIVIDUAL CONSULTANTS / SPECIALISTS

Sindh Mass Transit Authority (SMTA) intends to hire qualified professionals against the following positions under Karachi Mobility Project funded by International Donor Agency, initially for a period of one year (extendable subject to satisfactory performance and requirement of the Programme).

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2.	Environmental Specialist	Masters degree in Engineering, Environmental Sciences, Health Sciences or a related field from HEC recognized university. Foreign qualification will be considered an added advantage. • At least 5 years of post-qualification relevant experience in Environmental Impact Assessment, Environmental Management Plan, Environment, Health & Safety, planning / designing, implementing, training, monitoring and evaluating SHE&Q related activities. • Specialised Training - ISO 9001-2015, Quality Management Systems, ISO-14001, Occupational Health & Safety, ISO-22000, Quality Assurance, or any other skills considered relevant for the position. • Experience of working infrastructure projects (consultancy + works) / Projects funded by donor agencies shall be preferred.
3.	Gender Specialist	Masters degree in Social Sciences, Gender and Development or Women's Studies, Management or related field from HEC recognized university. Specialized Training - Gender Awareness / Sensitization, Gender Based Violence, Community Engagement Strategies Development or any other skills considered relevant for the position. • At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.
4.	Social Development Specialist	Graduate degree in social sciences (e.g. development studies, sociology, human geography, anthropology) from HEC recognized university. • At least 10 years of experience in community engagement, planning, implementation and management of resettlement activities, and complaints resolution / grievance redress management. Experience in the preparation of, or assisting in the preparation of, at least 5 resettlement plans for infrastructure projects. Experience in urban settings would be an advantage. • Strong knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies such as those pertaining to land acquisition and resettlement, labour management and protection, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups. • Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.)
5.	Procurement / Contract Management Specialist	Bachelor's degree or above in (Civil / Electrical Mechanical) Engineering or equivalent. Masters degree in relevant discipline of engineering or MBA in Project Management will be added advantage from HEC recognized university. • At least fifteen (15) years or above relevant experience in Procurement and Contract Management / Administration.
6.	Financial Management Specialist	A civil servant from Pakistan Audit and Accounts Service (PAAS), FPOE (Final Passing Out Exam) qualified from the Department of Auditor General of Pakistan and serving in BPS-18-19. Holding of MBA (Finance) degree, Master's Degree in Accounting and Finance, or MS Finance, or a M.Com will be accorded due weightage or a Chartered Accountant from Private sector. • 8 years' relevant experience in financial management, audit or accounts, after acquiring stipulated qualifications. • Good communication skill and have experience of working with Finance Department / Division, Auditor General of Pakistan Office, Office of Accountant General and Planning Department / Commission. • Prior experience of working in donor funded and public sector projects will be accorded due weightage. • Demonstrated Computer Skill (Proficiency in using computer desktop application MS Office (Word, Excel, and Power Point).

- Only Shortlisted candidates will be called for interview along with original documents. TA/DA shall not be admissible.
- Remuneration would be negotiable commensurating to qualification and experience of the candidate.
- Other public sector employees can also apply through proper channel.
- Interested candidates meeting the above criteria may apply by sending in the form of covering letter along with CV to the address mentioned below within 15 days of publication of this advertisement.
- Maximum age limit 50 years.

Managing Director
Sindh Mass Transit Authority (SMTA)
H.No. 20, 9th Street, Khayaban-e-Shamsheer, Phase-V, DHA, Karachi. Phone: 021-99332911

Say No to Corruption

ہم بدعنوانی کے خلاف متحد ہیں

INF-KRY No. 316/2020

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GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT
Karachi, dated 4th September, 2018

NOTIFICATION

NO. Dir(ADMIN)BoD/2018/04/873 :- In partial modification of this department's notification of even number dated 9th August, 2018 the Legal & Human Resources Management Committee of Board of Directors SMTA is reconstituted with following composition and TORs:-

1.	Mayor (Sukkur)	Chairman of the Committee
2.	Secretary, TMTD, GoS	Member
3.	Vice Chairman (Sindh) Pakistan Engineering Council	Member
4.	Chairman, Pakistan Council of Architects and Town Planners	Member
5.	Managing Director, Sindh Mass Transit Authority	Secretary of the Committee

Terms of Reference:

The Legal & Human Resources Management Committee ("the Committee") is to assist the Board of Directors ("the Board") in exercising its authority in relation to all legal and employee related matters including recruitment, training, remuneration, performance evaluation, succession planning, and measures for effective utilization of the employees of the (SMTA's).

Any other assignment / task given by the Board.

MANAGING DIRECTOR (SMTA)

NO. Dir (ADMIN)BoD/2018/04/

Karachi, dated 4th September, 2018

A copy is forwarded for information and necessary action to:-

1. All Members, Board of Directors, SMTA, TMTD
2. Managing Director, SMTA, TMTD
3. PS to Minister, Transport & Mass Transit Department, Govt. of Sindh
4. PS to Secretary, Transport & Mass Transit Department, Govt. of Sindh
5. Notification File

(SYED YAZIM ALI SHAH)
DEPUTY DIRECTOR (ADMIN & HR)

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MOST URGENT

NO. SO(G)/YELLOW LINE/2020
GOVERNMENT OF SINDH
TRANSPORT & MASS TRANSIT
DEPARTMENT

Karachi, dated 4th May, 2020.

To,

The Managing Director,
Sindh Mass Transit Authority,
Transport & Mass Transit Department,
Government of Sindh,
Karachi

SUBJECT: HIRING OF INDIVIDUAL CONSULTANTS FOR URBAN MOBILITY PROJECT (YELLOW LINE).

I am directed to refer to the subject noted above and to enclose herewith a copy of summary vide diary No. 61, dated 24.01.2020 regarding the subject matter (duly approved by the Honorable Chief Minister Sindh).

2. It is, therefore, requested to take necessary action in the matter as per para-9 of approved summary, under intimation to this department.

(GHULAM FAROOQ MANGRIO)
SECTION OFFICER (GENERAL)
For Secretary to Government of Sindh

A copy is forwarded for information to:

1. The P.S to Minister, Transport & Mass Transit, Sindh, Karachi.
2. The P.S to Secretary, Transport & Mass Transit Department, Karachi.

SECTION OFFICER (GENERAL)

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GOVERNMENT OF SINDH
SERVICES, GENERAL ADMINISTRATION & COORDINATION DEPARTMENT

Karachi, dated the 11th May 2020

NOTIFICATION

NO.AS(SGA&CD)COVID-19/2020: In continuation of this department's notification of even No, dated 10th May, 2020 and as pre-cautionary measures against the spread of Coronavirus (COVID-19), the Government of Sindh has further decided to open the offices of Secretaries of following Administrative Departments only with minimum essential staff with effect from 12th May, 2020. Administrative Departments are required to implement the instructions contained in the Advisory issued by Health Department vide letter No. To-VII((PH)NCOV-2/2020/32, dated May 9, 2020.

i. Energy Department.
ii. Environment Climate Change and Coastal Development Department.
iii. Chief Minister's Inspection, Enquiries & Implementation Team
iv. Transport and Mass Transit Department.

MUMTAZ ALI SHAH
CHIEF SECRETARY SINDH

NO.AS(SGA&CD)COVID-19/2020 Karachi dated 11th May 2020

A copy is forwarded for information and necessary action to:

1. The Secretary Establishment Division, Government of Pakistan, Islamabad.
2. Chairman, Planning & Development Board Sindh, Karachi
3. Senior Member, Board of Revenue (Sindh), Hyderabad (including all Members, Board of Revenue, Sindh).
4. The Accountant General Sindh, Karachi.
5. The Registrar, Sindh High Court, Karachi.
6. The Chairman, Enquiries & Anticorruption Establishment, Sindh, Karachi.
7. The Chairman, Chief Minister's Inspection Team, Karachi.
8. The Principal Secretary to Governor Sindh, Karachi.
9. The Principal Secretary to Chief Minister Sindh, Karachi.
10. The Military Secretary to Governor Sindh, Karachi.
11. Additional Chief Secretary (All)
12. Chairman, Sindh Public Service Commission, Karachi.
13. Chairman, Sindh Services Tribunal, Karachi.
14. Administrative Secretaries (All), Government of Sindh.
15. Inspector General of Police, Sindh, Karachi.
16. The Commissioners / Deputy Commissioners (All) in Sindh.
17. DS (Staff) to Chief Minister, Sindh.
18. DS (Staff) to Chief Secretary, Sindh.
19. Comptroller, Sindh Government Printing Press, Karachi.
20. PS to Secretary (GA), SGA&CD, Govt. of Sindh.
21. PS to Ministers/Advisors/Spl. Assistants/Coordinators to CM Sindh (All)
22. Master File.

11.05.2020

(SAEED AHMED SHAIKH)
Additional Secretary (GA)

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GOVERNMENT OF SINDH
SERVICES, GENERAL ADMINISTRATION &
COORDINATION DEPARTMENT

Karachi, dated the 15th April 2020

NOTIFICATION

NO.AS(SGA&CD)COVID-19/2020: In continuation of this departments' Notification of even number dated 18th March, 2020 the closure period is hereby extended till 30th April 2020 for all the offices mentioned therein.

MUMTAZ ALI SHAH
CHIEF SECRETARY SINDH

NO.AS(SGA&CD)COVID-19/2020 Karachi dated 15th April 2020

A copy is forwarded for information and necessary action to:

1. The Secretary Establishment Division, Government of Pakistan, Islamabad.
2. Chairman, Planning & Development Board Sindh, Karachi
3. Senior Member, Board of Revenue (Sindh), Hyderabad (including all Members, Board of Revenue, Sindh).
4. The Accountant General Sindh, Karachi.
5. The Registrar, Sindh High Court, Karachi.
6. The Chairman, Enquiries & Anticorruption Establishment, Sindh, Karachi.
7. The Chairman, Chief Minister's Inspection Team, Karachi.
8. The Principal Secretary to Governor Sindh, Karachi.
9. The Principal Secretary to Chief Minister Sindh, Karachi.
10. The Military Secretary to Governor Sindh, Karachi.
11. Additional Chief Secretary (All).
12. Chairman, Sindh Public Service Commission, Karachi.
13. Chairman, Sindh Services Tribunal, Karachi.
14. Administrative Secretaries (All), Government of Sindh.
15. Insp[illegible] of Police, Sindh, Karachi.
16. [illegible] Commissioners (All) in Sindh.
17. DS/S[illegible] Minister, Sindh.
18. DS [illegible] Sindh.
19. Con[illegible] Printing Press, Karachi.
20. PS to [illegible] Govt. of Sindh.
21. PS to [illegible]/Coordinators to CM Sindh (All)
22. [illegible]

15.04.2020

([illegible] AHMED SHAIKH)
[illegible] Secretary (GA)

GOVERNMENT OF SINDH
SERVICES, GENERAL ADMINISTRATION &
COORDINATION DEPARTMENT

Karachi, dated the 18th March 2020

NOTIFICATION

NO.AS(SGA&CD)COVID-19/2020: In the wake of recent outbreak of COVID-19, as a precautionary measure, and in pursuance of the Sindh Epidemic Diseases Act 2014, the Government of Sindh has decided to close the following Administrative Departments, Offices, Autonomous and Semi Autonomous Bodies, Corporations of these Departments under the Administrative control of the Government of Sindh throughout the province with effect from 19th March 2020 to 3rd April 2020. However, Administrative Secretaries, senior officers and the staff will remain available on phone.

1. Auquaf, Religious, Zakat & Usher Department.
2. College Education Department.
3. Cooperation Department
4. Culture, Tourism, Antiquities & Archives Department
5. Department of Empowerment of Persons with Disabilities (formerly Special Edu.Deptt)
6. Energy Department.
7. Environment, Climate Change and Coastal Dev. Department
8. Forest & Wildlife Department.
9. Human Rights Department
10. Human Settlement Spatial Dev. & Social Housing Deptt (formerly Katchi Abadis Deptt)
11. Information Science & Technology Department
12. Industries & Commerce Department.
13. Inter Provincial Coordination Department
14. Investment Department.
15. Livestock and Fisheries Department.
16. Mines & Mineral Dev. Department
17. Minorities Affairs Department.
18. Population Welfare Department
19. School Education & Literacy Department
20. Social Welfare Department
21. Sport & Youth Affairs Department
22. Transport & Mass Transit Department
23. Universities & Boards Department
24. Women Development Department
25. Works & Services Department.

MUMTAZ ALI SHAH
CHIEF SECRETARY SINDH

NO.AS(SGA&CD)COVID-19/2020 Karachi dated 18th March 2020

A copy is forwarded for information and necessary action to:-

1. The Secretary Establishment Division, Government of Pakistan, Islamabad.
2. The Chairman, Planning & Development Board Sindh, Karachi
3. The Senior Member, Board of Revenue, Sindh, (including all Members, Board of Revenue, Sindh).
4. The Accountant General Sindh, Karachi.
5. The Registrar, Sindh High Court, Karachi.
6. The Chairman, Enquiries & Anticorruption Establishment, Sindh, Karachi.
7. The Chairman, Chief Minister's Inspection Team, Karachi.
8. The Principal Secretary to Governor Sindh, Karachi.
9. The Principal Secretary to Chief Minister Sindh, Karachi.
10. The Military Secretary to Governor Sindh, Karachi.
11. The Additional Chief Secretary (All)
12. The Chairman, Sindh Public Service Commission, Karachi.
13. The Chairman, Sindh Services Tribunal, Karachi.
14. The Administrative Secretaries (All), Government of Sindh.
15. The Inspector General of Police, Sindh, Karachi.
16. The Commissioners / Deputy Commissioners (All) in Sindh.
17. The DS (Staff) to Chief Minister, Sindh.
18. The DS (Staff) to Chief Secretary, Sindh.
19. PS to Ministers/Advisors/Spl. Assistants/Coordinators to CM Sindh (All)

19.03.2020

4th Bods Meeting

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GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Dated: 30 January, 2020

MINUTES OF 4TH MEETING OF SMTA BOARD HELD ON 15TH JANUARY, 2020 AT 12:00 P.M IN THE COMMITTEE ROOM NO. 1, SINDH ASSEMBLY BUILDING, GOVT. OF SINDH, KARACHI

The 4th Meeting of SMTA Board of Directors was held on 15th January, 2020 at 12:00 PM in the Committee Room no. 1, Sindh Assembly Building, Government of Sindh, Karachi.

2. Following participants attend the meeting:
   a. Mr. Syed Awais Qadir Shah, Minister, Transport & Mass Transit, Sindh / Chairman SMTA.
   b. Mr. Ghulam Abbas Detho, Secretary, TMTD, GoS / Vice-Chairman.
   c. Mr. Iqtidar Ahmed, Managing Director, SMTA / Member.
   d. Director, Military Lands & Cantonments / Member.
   e. Mr. Shahban Ali (SSP Traffic), *on behalf of* DIGP Traffic, Karachi / Member.
   f. Engineer Mukhtar A. Sheikh, Non-Official Member.
   g. Mr. Amir Chaudhary, Vice Chairman, PCAPT / Non-Official Member.

3. Meeting started with the recitation from the holy Quran. Mr. Awais Qadir Shah, Chairman, SMTA board, welcomes the all members of SMTA Board and introduces the new members. However, he shows displeasure on no representation of members from the government side. So far, Engr. Mukhtar A. Sheikh draws attention to ensure quarterly schedule of the board meetings.

4. The decisions of the 4th board meeting of the SMTA are recorded as below in juxtaposition of working paper for the meeting:

AGENDA-I: **Welcome to the new members of Board of Directors, SMTA** i) Mr. Ghulam Abbas Detho, has joined as Secretary, Transport and Mass Transit Department and as Vice Chairperson BoDs SMTA replacing Mr. Muhammad Akhtar Ghauri former Secretary TMTD and Vice Chairperson. ii) Mr. Iqtidar Ahmed has joined as Managing Director SMTA replacing Mr. Muhammad Athar former MD, SMTA and Member.	The Managing Director, SMTA welcomed Mr. Ghulam Abbas Detho, Secretary Transport and Mass Transit Department for joining as vice Chairperson BoDs SMTA. Chair thanked him and asked to start the proceedings.
AGENDA-II: **Confirmation of the Minutes of 3rd Meeting of BoDs SMTA Held on 15-01-2019** The BoDs are requested to confirm the minutes of 3rd meeting of BoDs.	**DECISION:** Engr. Mukhtar A. Sheikh Proposed the minutes which were confirmed by the Honorable Chairman, SMTA.

	The members unanimously approved the Minutes of the 3rd BoDs Meeting.
AGENDA-III: **Regularization of Managing Director, SMTA** Mr. Muhammad Athar, former Managing Director, SMTA resigned from his post citing personal reasons. The Competent Authority i.e. Chief Minister of Sindh approved his resignation and TMTD notified the same vide notification dated 16th April, 2019. SGA&CD vide notification dated 19th April 2019 appointed Mr. Iqtidar Ahmed as MD, SMTA on deputation basis for a period of 6 months. SGA&CD vide notification dated 30th October 2019 extended Mr. Iqtidar Ahmed as MD, SMTA on deputation basis for a period of 6 months. **The BoDs** are requested to regularize appointment of Mr. Iqtidar Ahmed as Managing Director, SMTA	**DECISION:** Engr. Mukhtar A. Sheikh Proposed regularization period of MD, SMTA which were confirmed by the Chairman, SMTA. Board confirmed the regularization period of Managing Director, SMTA.
AGENDA-IV: **Recruitment Against the Vacant Posts of SMTA** The recruitment has been initiated against the various vacant posts of SMTA through third party testing service. The advertisement was published in 3 leading newspapers. For the purpose of achieving aforementioned objectives of SMTA, sustainable capacity building of SMTA is mandatory. At present, SMTA is working almost without any required technical expertise, therefore, relying on the services of consultants, the PMUs. Moreover, shortage of administrative staff has been creating hurdles in smooth functioning of the official business. Moreover, a tender had been floated for hiring the services of a testing firm/agency for recruitment against vacant posts in SMTA and contract has been awarded to Candidate Testing Service (CTS) through transparent lowest bid procedure. **The BoDs** are requested to grant Ex-Post facto approval for recruitment against vacant posts of SMTA.	**DECISION:** The MD, SMTA briefed the members regarding the recruitment and informed the members that written test for various vacant posts will be conducted by the 3rd party in the month of February 2020. The Board granted the Ex-Post facto approval for recruitment against vacant posts of SMTA.
AGENDA-V: **Submit Details of Yellow Line Project** Brief of Yellow Line BRTS- Karachi Urban Mobility Project with funding from the World Bank has been prepared by Director Infrastructure / Projects.	MD, SMTA briefed the board members regarding BRT Yellow Line Project.
AGENDA-VI: **Hiring of the posts of Secretary of Board, Environment Specialist, Gender Specialist and Community Development specialist.** The posts were advertised in the leading newspapers in the month of February, 2019. A committee was constituted for the purpose of shortlisting of the candidates. However, in addition to the advertised posts, the World Bank mission has requested to hire three (3) more positions prior to project effectiveness which are a **Social, Procurement / Contract Management And Financial Management Specialist**. The aforementioned posts will be advertised in	**DECISION:** MD, SMTA briefed the board members about World Bank Mission requirements to fulfil the mentioned below positions of Specialists. Additionally, Chairman SMTA insists to expedite the hiring process of Secretary Board to manage the board meetings and proceedings regularly as per SMTA Act. The board granted the approval for hiring of additional three (03) new posts i.e. **Social,**

leading newspapers. **The BoDs** are requested to approve the additional three (3) new posts to be hired.	**Procurement / Contract Management And Financial Management Specialist.**
<u>AGENDA-VII:</u> **<u>Formation of HR Policy</u>** As per the advice received from the SGA&CD (Regulation Wing), SMTA is an autonomous body, whose employees are not civil servants as provided under section 32 of SMTA Act, 2014. SMTA is an autonomous body so far Project Management Coordination and Capacity Building (PMCCB) who is PDA consultant on BRT Red Line Project; they prepared HR Policy Manual for Sindh Mass Transit Authority (SMTA). **The BoDs** are requested herewith for review and consideration for HR Policy Manual.	**<u>DECISION:</u>** Deferred to next board meeting.
<u>AGENDA-VIII:</u> **<u>TransKarachi</u>** TRANSKARACHI – SMTA agreement received to SMTA to give mandate to implement, operate & maintain BRTS Red Line. **The BoDs** are requested to give approval of agreement between Transkarachi and SMTA	**<u>DECISION:</u>** Managing Director briefed the board members about TransKarachi. Secretary briefed the same in more detail and said agreement between TransKarachi and SMTA has been propelled to Redline for to take corrective measures and make the required changes in the agreement. Furthermore, after essential changes it will be tabled before the BoDs for approval.
<u>AGENDA-IX:</u> **<u>SMTA Budget</u>** Finance Department, GoS has already allocated funds amounting Rs. 153,870,000 as Single Line Budget for the office of SMTA, during current financial year 2019-2020 which is released quarterly. **The BoDs** are requested to approve budget & expenditure for smooth running of official business of SMTA	**<u>DECISION:</u>** MD, SMTA briefed the board regarding Single Line SMTA Budget. Moreover Summary to Chief Minister, Sindh has already been moved regarding to enhance the budget for salaries of new-hiring of Sindh Mass Transit Authority. Subsequently, the budget details will be circulated to all board members for their review and information.
<u>AGENDA-X:</u> **<u>SMTA Office</u>** SMTA office is located at DHA phase-5 Karachi, whose the rental lease agreement will expire on 29th February 2020 therefore SMTA requires official space. **The BoDs** are requested to give approval of rent for the current office and also the permission of hiring new premises for smooth functioning.	**<u>DECISION:</u>** The Board approved the rent for the current office and also granted the permission to hire the new office space for SMTA office. Furthermore, the Chair assigned the task for looking new space for the SMTA office to Procurement Committee of SMTA Board. Vice Chairman, Pakistan Council of Architect & Town Planners himself will visit the office spaces and table the report before the board within 15 days with his recommendations about the suitable office space for Mass Transit Office.

5. With no other agenda to consider, the meeting concluded with thanks to and from the Chair.

GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

MINUTES FOR THE 3RD MEETING OF THE SINDH MASS TRANSIT AUTHORITY (SMTA) BOARD

The third meeting of the Board of Directors (**BoDs**) Sindh Mass Transit Authority (the **"SMTA"**) was held under the Chairmanship of the Honorable Minister, Transport & Mass Transit Department, Government of Sindh (the **'Minister, TMTD'**)/Chairman BoDs on Tuesday, 15th January, 2019 at 2.30 pm in the Committee Room No-1 Sindh Assembly Building, Govt. of Sindh, Karachi. The list of participants is attached.

The meeting started with recitation from the Holy Quran. The Chair welcomed the participants. However, he showed displeasure on non-representation of some members including Finance Department and other members and asked the MD to take up the matter by writing letter to the members to ensure their presence in person instead of sending their junior officers. He also asked MD to ensure that the in future Working Paper of the meeting is circulated at least 7 days before the meeting. The Chair then asked the MD to start the proceedings.

Agenda-I: **Welcome to the new members of Board of Directors, SMTA**

The Managing Director, SMTA welcomed Mr. Awais Qadir Shah Minister, Transport and Mass Transit Department for joining as new Chairman BoDs SMTA and Mr. Muhammad Akhtar Ghauri Secretary, Transport and Mass Transit Department as Vice Chairperson BoDs SMTA. The chair thanked him and asked to start the proceedings.

Agenda-II: **Confirmation of the Minutes of 2nd Meeting of BoDs SMTA**

The managing Director informed the forum that the Second meeting of BoDs was held on 16-05-2018 and referred the minutes of he said meeting for confirmation. The Chairmanship asked for any comments from the BoD members.

Mr. Arslan Shaikh, Mayor Sukkur, Municipal Corporation (SMC) expressed reservations on the formation of Transkarachi and remarked that the formation of a new Company in the presence of SMTA may create issues, therefore, instead of creating a new company for Karachi BRT Projects, we may strengthen SMTA to undertake the same.

Secretary, TMTD also seconded to the view of the Mayor. He pointed to the Section 6 of the SMTA Act which fully empowers the Authority to own, control, plan, maintain, monitor, develop, coordinate, implement, operate and regulate Mass Transit systems along with all land, infrastructure (including stations, depots, terminations, roads, paths, bridges, buildings), systems and ancillary matters with related thereto.

Mr. Waseem Akhtar, Mayor Karachi pointed out that the last meeting was also attended by ADB representatives, and the decision for establishing Transkarachi was accordingly taken. He, therefore, proposed to invite ADB representatives in the next BOD

meeting to listen to their view before taking any decision in the matter. After detail deliberation, the following decision was taken.

Decision: The Board decided to confirm the minutes of 2nd meeting of BoDs except the agenda No.2 which pertains to approval of TransKarachi, which was deferred till the next meeting of BoDs. The ADB representative would brief the Board regarding their point of view for the establishment of Transkarachi.

Agenda-III: **Progress Review of SMTA.**

The MD, SMTA gave update status of various projects and schemes undertaken by the SMTA. Engineer Mukhtiar Shaikh Vice Chairman Pakistan Engineering Council(PEC) enquired whether the Orange Line project will be completed by 31st March,2019.The MD replied that most of issues have been addressed and hopefully the infrastructure will be completed will be completed by the scheduled date, but the installation of lifts and escalators would be synchronized with Bus Operation and ITS components, as earlier installation of the same would create maintenance/security problems.

Regarding construction of boundary fencing along existing alignment of Karachi Circular Railway, the Chair informed the members that the fresh Bids have been invited for the purpose and the advertisement has been published in the newspapers on 10th January,2019. The Mayor Karachi enquired whether the KCR Project has been taken up in the CPEC. The MD apprised him that in 6th Joint Coordination Committee (JCC) meeting held on 29th December, 2016 at Beijing, China the Revival of KCR was agreed in principle and JCC instructed the Transport Joint Working Group (JWG) to workout proposals for implementation of KCR. Keeping in view, the GoS included a development scheme in ADP 2017-18 for construction of boundary fencing along the existing alignment of KCR for protection of Right of Way (RoW).

Decision: The Board observed that the completion of Abdul Sattar Edhi Line (Orange Line) must be ensured as per the agreed timeline.

Agenda- IV: **Proposed Annual Development Program (ADP) Schemes F.Y-2019-20 for SMTA.**

The MD SMTA apprised the members regarding new schemes proposed by SMTA in the Annual Development Program-2019-20.The chair asked him to explain all the schemes one by one and their justification. The Chief Transport and Communication pointed out that the plan period for the scheme PC-I "Construction of Abdul Sattar Edhi Line" (Orange line) infrastructure component was 14 months which has already been expired. He, therefore, suggested to process the matter for extension of plan period.

The Mayor Sukkur suggested that the funding for the scheme 'Development of Parking Facilities' may be enhanced to 750.00M instead of 500.00M.

Decision: All the new schemes of SMTA were approved. The chair asked the MD to review the cost estimates of each scheme before sending the same to Finance Department for consideration. As regards, Abdul Sattar Edhi Line, SMTA will take the matter to Planning & Development Board for extension of plan period.

Agenda-V: **Approval/Ratification of SMTA Budget for the F.Y-(2018-19).**

The MD apprised the forum that SMTA receives single Line Annual Budget amounting to Rs.153.9 Million. The head wise Budget has been prepared by the SMTA and to

be approved by the BoDs in terms of Section 15(b) of the SMTA Act-2014. He requested Board to approve the Budget Estimates of SMTA for the F.Y-2018-19.

Decision: The Board deferred the approval of BE-2018-19 with the advice to place all the financial matters before Finance and Audit Committee and submit findings of the same to the Board.

Agenda-VI: **Technical issues pertaining to BRT Redline requiring Policy Decision on:**

i. Pavement Designs
ii. Drainage
iii. Power Source
iv. Concept Design of Common Corridor

The Consultant Redline gave the presentation on the issues and after detailed deliberation following decision was taken.

Decision: The above issues pertaining to BRT Redline may be placed before the Technical Committee of BoDs SMTA for review and report.

Agenda-VII: **Annual Increment for Contract Employees of SMTA**

The MD informed the members that 38 employees were hired on contract basis in SMTC for a period of 03 years in the year 2016 and 2017.Susequently, they were absorbed in SMTA vide S&GAD notification dated 8-02-2018. But since their appointment they have not been allowed any annual increment in the salary whereas the contract employees in all the departments of Government of Sindh are allowed annual increment in their salary package.

The MD recommended that all the contract employees of SMTA/Redline may be allowed an annual increment @ 10% in their gross salary. The Secretary, TMTD opined that only the employees coming under the purview of Sindh Civil Servants Act, 1973 are allowed increment in their salary. Since the SMTA employees are still not covered under the SCS Act, hence they are not entitled for such increment. The chair commented that he wanted to allow increment in the salary packages of contractual employees but the management may come up with clear stance regarding the policy of increment.

Decision: The Agenda of increment for the contract employees of SMTA/Orange Line was deferred by the Board with the advice to route the matter through Finance and Audit Committee along with the performance evaluation report in respect of each contract employee.

Agenda-VIII: **Approval of Draft Recruitment Rules for SMTA Employees**

MD informed the members that as per the requirement of the S&GAD that the Departments should frame recruitment rules of the employees before the advertisement of the posts. Accordingly the draft recruitment rules for the existing approved posts of SMTA has been framed and attached. He requested the members to approve the recruitment rules.

Decision: The recruitment rules to be reviewed by the Legal and HR committee of the BoDs

Agenda-IX: **Approval of the posts of:**

i. **Environment Specialist**
ii. **Gender Specialist**
iii. **Communication Specialist.**

The MD informed the members that the SMTA intends to undertake BRT Yellow Line with the financial support of World Bank. The initial study includes environmental impact assessment and Gender Action Plan. The services of Communication Specialist are also required. It has also been recommended by the World Bank.

The Mayor Sukkur proposed to fill the position of Secretary SMTA Board at the earliest so as to undertake affair of the Board efficiently. The Chair endorsed the proposal.

Decision: The BoD approved the post of Environment Specialist, Gender Specialist, Communication Specialist and Secretary of the Board.

Agenda-X: **Re-constitution of Committees of BoDs, SMTA**

The MD informed the chair that as per Section 21 of the SMTA Act-2014 the five committees of BoDs were approved in the 1st meeting of BoDs, SMTA and issued vide this office Notification dated 4th September, 2018. The committees include.

i. The Technical Committee
ii. Legal and Human resource Committee
iii. Finance and Audit Committee
iv. Procurement Committee
v. Risk Management and Environment Committee

Decision: The composition and ToRs of all five committees were ratified/confirmed except procurement committee which may consist of 07 members with the addition of following two members i) Mayor Sukkur ii) Vice Chairman Pakistan Engineering Council(PEC)

Agenda-XI: Transport and Mass Transit Complex in Karachi.

The MD apprised the chair that the Office of Transport and Mass Transit Department (TMTD) has extremely insufficient space to accommodate its staff. Moreover, SMTA office is also situated in the hired premises which is not sufficient even for the existing staff. The expansion of SMTA will require the premises of its own.

He proposed that a new building namely Transport and Mass Transit Complex in Karachi may be constructed at SRTC Depot at Garden where, Command and Control System of KIDCL is being constructed to meet the requirement of TMTD and SMTA.

Decision: The Board approved the proposal to construct Transport complex comprising offices of Secretariat, SMTA, Provincial Transport Authority (PTA), Regional Transport Authority (PTA), all Project Directors, I.T, Public Complaint Centre etc.

The meeting ended with a vote of thanks to and from the Chair.

18/2/2019

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Section C.M Secretariat House
Dy.No 1025
Dated 27/01/2020
Sindh Karachi

GOVERNMENT OF SINDH,
TRANSPORT & MASS TRANSIT
DEPARTMENT

Summary No. 61, dated 24-01-20

SUMMARY FOR CHIEF MINISTER, SINDH

SUBJECT: ***HIRING OF INDIVIDUAL CONSULTANTS FOR URBAN MOBILITY PROJECT (YELLOW LINE BRTS).***

The World Bank team carried out the Appraisal mission during the period April 20th to May 3rd 2019. It was proposed by the World Bank mission that the current strength of SMTA human resource is not meeting the demand of increasing work load undertaken by the Sindh Mass Transit Authority. With the current meager technical resources, the SMTA has taken various initiatives for development of BRTS projects that include Orange, Yellow, Red Line, VICS, Construction of Bus terminals, Inter and Intercity and mega KCR project.

2. In view of the above, circumstance as stated above, it is proposed by the World Bank team that the services of below mentioned Individual Consultants/ Specialist that include professional staff may be hired on contractual basis for period of one (01) year (on market base salary) initially on performance basis to smoothly run the affairs of the project. The letter from World Bank is at **(Annexure-I)**.

S.#.	Description of Professional
1.	Environmental Specialist
2.	Communication Specialist
3.	Gender Specialist
4.	Social Specialist
5.	Procurement / Contract Management Specialist
6.	Financial Management Specialist

3. The Terms of Reference (ToRs) and key responsibilities of these specialists are shared and discussed with the World Bank team **(Annexure-II)**. The requirements of these specialist positions are mentioned in the Project Appraisal Document (Para-37) **(Annexure-III)**. The World Bank has emphasized on the urgency of hiring these positions.

Cont'ed on Page-2

4. As per Aide-memoire document signed between World Bank and Sindh Mass Transit Authority (SMTA), wherein, it is responsibility of SMTA to hire the services of above mentioned Specialists/Consultants at **(Annexure-IV)**.

5. The Honorable Chief Minister, Sindh may like to approve para-2/n above.

(GHULAM ABBAS DETHO)
Secretary to Government of Sindh

5. **MINISTER, TRANSPORT & MASS TRANSIT**

6. **CHAIRMAN, (P&D) BOARD.**

7. **SECRETARY, FINANCE DEPTT.**

8. **CHIEF SECRETARY, SINDH**

9. **CHIEF MINISTER, SINDH**

GOVERNMENT OF SINDH
PLANNING & DEVELOPMENT DEPARTMENT

SUBJECT: HIRING OF INDIVIDUAL CONSULTANTS FOR URBAN MOBILITY PROJECT (YELLOW LINE BRTS)

6. The World Bank loan for the project has been effective from 26th November, 2019 **(Annexure-V)** besides, Sindh Mass Transit Authority has invited EoI for procurement of Consultancy Services for the preparation of detail design **(Annexure-VI)**. To run the affairs of project smoothly, the proposal of Transport & Mass Transit Department at para-2 of the summary on contractual basis for one year may be considered for approval.

28/2/2020

(Muhammad Waseem)
Chairman
Planning & Development Board

7. **SECRETARY, FINANCE**

8. **CHIEF SECRETARY, SINDH**

9. **CHIEF MINISTER, SINDH**

PTO

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GOVERNMENT OF SINDH
FINANCE DEPARTMENT

SUBJECT: **HIRING OF INDIVIDUAL CONSULTANT FOR URBAN MOBILITY PROJECT (YELLOW LINE BRTS)**

7. Transport & Mass Transit Department has proposed the hiring of individual consultants/ specialists for six positions on contractual basis for the implementation of urban mobility project (Yellow Line BRTS)

8. However, Transport & Mass Transit Department has not clearly reflected whether these consultants/ specialists will be staffed in Sindh Mass Transit Authority's core operational team or will be hired temporarily for implementation of Yellow Line BRTS only.

9. Finance Department is of view that as per Para-4 of Summary, Sindh Mass Transit Authority may be allowed to hire the services of Individual Consultants/ Specialist from its own recourses/ within existing budgetary allocation of Rs.200.00 million, after fulfilling all requisite codal formalities.

10. Honourable Chief Minister, Sindh may like to approve para-9 above.

18/3

(SYED HASSAN NAQVI)
SECRETARY FINANCE

11. **CHIEF SECRETARY SINDH** 27/4/20

12. **CHIEF MINISTER SINDH**

Para 9 is approved.
28/4/2020

CS
29/4/20

Secy Transport,
Please ask M.D to hire the services of consultants
30/4/2020

SO (G)

SUMMARY SECTION
C.M.S/OUTWARD No. 1013
DATE 29.04.2020

PS TO CS D/NO. 1782
DATED 19/3/2020

PS TO CS D/NO. 1782
DATED 27/4/2020

RECEIVED IN CS HOUSE
DATED 29/04/2020

File No. (BBE X) ... Inw/ 7090 28/2 Out: dt 19/3/20

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Dj Mahesh

managingdirector.smita@gmail.com.

Procurement and Contract Management Specialist (PCMS)

BACKGROUND

Sindh Mass Transit Authority (SMTA) was established in October 2016 under the Sindh Mass Transit Authority Act, 2014. The Authority was created with the purpose of planning, developing, operating, maintaining and regulating mass transit systems in the Province of Sindh. Its core function is to provide safe, efficient, affordable, sustainable and reliable mass transit systems.

SMTA will embark on the implementation of the Karachi Mobility Project (KMP) with financing support from the World Bank. KMP includes primarily the construction of a BRT corridor along Korangi Road (Yellow BRT Corridor). The Corridor connects Karachi's southeast suburbs, characterized by dense industrial and residential land uses, with the city's central business district with thriving and dynamic commercial, institutional, cultural, and religious activities.

The SMTA intends to recruit a Procurement and Contract Management Specialist (PCMS) to lead the Procurement aspects of KMP as part of its Project Management Team (PMT). The PMT will consist of appropriate experts to effectively manage and implement the project. The PCMS will report to the PD -KMP (Yellow BRT Corridor Project).

KEY RESPONSIBILITIES

The responsibilities of this assignment is to lead the procurement and contract management activities being undertaken by the SMTA for the Yellow BRT Corridor with the responsibility for ensuring compliance to the World Bank Procurement Regulations.

PCMS will be responsible for providing commercial and contractual advice and coordination of technical advice for all the project contracts. The person will be responsible for overall coordination of the identified procurements, suggesting best strategy for the new activities based on six monthly review of the project progress, and update of the Project Procurement Strategy Document (PPSD). PCMS would assist PMT (Yellow Corridor) in developing the Procurement Documents (EOIs, RFBs, RFPs, etc.) for various contracts, and review the bidding documents provided by the consulting firms, and support the the evaluations, award and contract implementation.

A consulting firm will be hired for detailed design, and supervision of works contracts including providing procurement support (preparation of bidding documents) and will also support SMTA during the bids/proposal evaluation process. The selected PCMS will also work very closely with this consulting firm during the assignment period.

KEY TASKS

The PCMS will lead the Procurement team of PMT at SMTA in setting up a procurement plan and systems for the Yellow Corridor Project. The Procurement Specialist will provide "learning by doing" mode training to procurement staff of SMTA. The Specialist will also provide guidance to the PMT on all procurement and contract management related activities.

The PCMS shall be responsible for the project on the aspects but not limiting to the following which are directly related with procurement and contract management of Yellow Corridor BRT System:

- Work under the guidance of the Project Director (PD) in implementing all aspects of procurement under the project.
- Strengthen the procurement and contract management performance of the SMTA in the preparation of the procurement documents and contracts;
- Coordinate with PD and PMT to update procurement plan every six months, for activities, estimated costs, timelines and procurement methods;
- Updating the Procurement Plans as and when an action is completed through STEP (systematic tracking of exchanges in procurement) which is a web-based procurement planning and monitoring system;
- Review and update of PPSD as and when required;
- Take lead in preparing contract management plans of all the contracts;
- Advice the PD on various contractual matters;
- Oversee the contractual correspondences of the PMT;
- Guiding the PMT so that actions are made in compliance with the relevant contract agreements, stipulations, documents and international standards, on timely manner;
- Ensure procurement and contract management processes are carried out in compliance with the Financing Agreement, Project Agreement and the applicable World Bank Procurement Regulations;
- Coordinate with PMT in preparing an overall project management plan and its constant update;
- Advise procurement unit in the context of contractual clauses in the various bidding documents, following the applicable Bank Regulations;
- Participating in bid/proposal opening and evaluation process;
- Advise PMT with reference to project and contract management in developing various documents;
- Take leading role in preparing procurement documents;
- Take leading roles in processing the procurement steps (shortlisting, evaluation for various consultancy assignments, evaluation of bids/proposals etc.);
- Review and advice on the various procurement documents prepared by consulting;
- Participate in pre-proposal conferences, pre-bid conference, bid/proposal openings, evaluations, negotiations and contract award;
- To maximize efficiency of procurement cycle by providing strategic expert advice and implementing necessary controls ensuring transparency cost effectiveness and soundness of all procurements carried out under the project;
- Assist various audit/ex-post review outfits in performance of their tasks by ensuring that procurement documents are efficiently filed and provide complete track of procurement cycle;

- Support the development of overall project management plan for the Yellow BRT Corridor;
- Develop contract management SOPs for the various works, goods and consultancy contracts.
- Develop contract management plan for each contract with roles and responsibilities, contract management sheets, risks and milestones etc.
- Raise red flags to the PD and the PMT whenever contractual delays are observed and suggest solutions.
- Review contractors' workplans and the resource (staff, labor, machinery/equipment, material etc.) deployment plans and comment on its workability;
- Facilitate discussions between PMT, consultant/s and contractors with a view to achieve closure on divergent interpretation of contractual clauses;
- Act as a focal person on behalf of PMT for contract administration issues that may accrue liabilities for the project;
- Monitor progress of contracts implementation to ensure that it abides by the stipulated standards, procedures and planned timetable;
- Support preparation of end of proceedings report for PMT after every claim incident. Such report(s) shall be drafted professionally and would facilitate any audit or other reviews;
- Any other relevant task assigned by the Project Director.

<u>POSITION REQUIREMENTS</u>

QUALIFICATION

A Bachelor's degree or equivalent in (Civil/Electrical/Mechanical) Engineering. Master's degree in relevant discipline of engineering or MBA/MSc/MA in Project/Procurement Management from HEC recognized university will be added advantage;

EXPERIENCE

At least Ten (10) years' practical experience in Procurement and Contract Administration after acquiring the stipulated qualification;

CORE COMPETENCIES

- A strong leader with excellent skills in management and working under pressure to deliver results.

- Excellent relationship and stakeholder management and negotiation and influencing skills, and the ability to work in collaboration with colleagues, contractors and stakeholders across organizational boundaries to ensure project deliverables;
- Build and influence value added relationships with diverse internal and external partners and stakeholder to achieve corporate wide objectives
- Proven track record of leading a Procurement and Contract Administration team on major infrastructure projects.
- Strong knowledge of principles and practices of Procurement and Contract Administration.
- Hands on experience on the Standard Procurement documents such as PEC (Pakistan Engineering Council) and FIDIC specification and documents with special grip on legal sides.
- Experience in developing request for quotations, bidding documents tenders and contracts to meet client needs, and within allocated budgets
- Strong analytical skills to enable analysis of local and international supply markets, tailoring of tender approaches, and assessment of viable procurement solutions
- Knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies.
- Strong knowledge of methods, techniques, and practices used in workforce training.
- Research, interpret and apply technical information to prepare clear and concise management reports; apply logical supporting information to justify decisions and recommendations.
- Work with diverse groups to achieve desired results.
- Establish and maintain cooperative relations with others.
- Excellent written and communications skills computer skills including MS Office (Word, Excel and PowerPoint). MS Project or any other project management tool will be considered as extra benefit.

DURATION AND LOCATION

Duration of position is One year (exact date will be entered later). The assignment will be located in Karachi, Pakistan.

TORs for Gender Specialist, SMTA

BACKGROUND

Sindh Mass Transit Authority (SMTA) was established in October 2016 under the Sindh Mass Transit Authority Act, 2014. The Authority was created with the purpose of planning, developing, operating, maintaining and regulating mass transit systems in the Province of Sindh. Its core function is to provide safe, efficient, affordable, sustainable and reliable mass transit systems.

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The SMTA intends to recruit a Gender Specialist to lead the gender aspects of KMP as part of its Project Management Team (PMT). The PMT will consist of appropriate experts to effectively manage and implement the project. The Gender Specialist will report to the PD - KMP (Yellow BRT Corridor Project).

The Gender Specialist will be responsible to ensure gender integration and social inclusion is effectively considered in all projects implemented by Sindh Mass Transit Authority. He/ She will develop methodologies in a manner that is culturally sensitive and results-oriented. He/she will also work with all stakeholders to ensure gender integration and social inclusion is applied to the project design and activities, as well as the organizational structure.

KEY RESPONSIBILITIES

Under the guidance and direct supervision of the Project Director, the Gender Specialist advises Project Management Team on gender policies and trends and relevant linkages to urban mobility projects. The Gender Specialist provides analysis for formulation of strategies and briefings to PMT. The Gender Specialist advocates for and represents KUMP in his/her area of expertise as requested by his/her supervisor. The major areas of responsibility for the Gender Specialist includes:

- Develop, Coordinate and support the Sindh Mass Transit Authority team in establishing and implementing gender-sensitive monitoring, evaluation, learning and reporting systems. Work closely with the stakeholders to develop the data collection and analysis tools for the baseline assessment to guarantee gender and social inclusion considerations.
- Draft Gender Action Plan (GAP) for the yellow line project implementation and SMTA institutional strengthening with timelines and milestones.
- Facilitate to implement the action plans and undertake capacity strengthening activities on gender for SMTA in line with Gender Action Plan (GAP) .
- Support the organization of yearly rapid ridership survey, which provides sex disaggregated data (as per provision in the KP Urban Mass Transit Act 2016).
- Support the organization of benchmark and post implementation satisfaction surveys with male and female passengers, including the elderly, people with disability, and minorities such as

transgender. Compare surveys and identify successes and problems (as per provision in the KP Urban Mass Transit Act 2016).

- Conduct impact study of the use of the BRT for women, people with disabilities, elderly and other vulnerable and minority groups (as per provision in the KP Urban Mass Transit Act 2016).
- Conduct training for GAP implementation and gender policy for PIU staff.
- Support the implementation of gender responsive recruitment strategies to hire women staff for Sindh Mass Transit Authority, including new graduates, and people from vulnerable and minority groups including transgender.
- Design and implement a special initiative to recruit and provide training to women as drivers and bus conductors to have the skills to operate BRT buses. Repeat special initiative each year to reach target.
- Conduct public campaigns on the quality and safety of the BRT system, encouraging the public, especially women, to use it.
- Conduct public campaign to raise awareness about safety and security, gender-based violence, including all forms of harassment against women, elderly, children, persons with disability, and minorities such as transgender and people of other ethnic or religious backgrounds. Coordinate with local NGOs with similar concerns and outreach activities.
- Coordinate with Public (including Women Development Department and Sindh Commission on the Status of Women) and Private Sector entities to support women's access to economic opportunities especially through yellow line project. Explore options of identifying women owned enterprises through partners' support and encouraging them to start/extend their businesses across different Corridors in Karachi including yellow Corridor project.
- Conduct Gender (including gender-based violence) trainings and follow up sessions for bus drivers and conductors operating on different BRT routes especially yellow line.
- Train staff with direct passenger interaction (e.g. station staff, ticket staff, bus drivers, guards) on passenger management on stations and buses, priority passengers and the timely and proper handling of sexual harassment and other crimes that threaten women passengers' security.
- Support the development of campaign messages on sexual harassment on transport, facilitate in designing messages to be displayed in buses and bus stops on BRT routes especially on yellow Corridor.
- Support and guide the GBV service provider in establishing a GBV grievance redress mechanism and promote grievance/complaints and compliments procedures as part of customer service to deal confidentially with GBV complaints including harassment from women and girls, boys, minorities etc.
- Participate in regular meetings organized by GBV Service Provider.
- Establish system of recording instances of harassment of any passenger/or any other GBV incident on yellow corridor, whether reported, observed or directly experienced, and its location & actions taken against offenders/how it was resolved.
- Any other task relevant to the position and as per requirement.

POSITION REQUIREMENTS

QUALIFICATION

- Master's Degree in Social Sciences, Gender and Development or Women's Studies, Management or related field.
- Specialized Training – Gender Awareness/Sensitization, Gender Based Violence, Community Engagement, Strategies Development or any other skills considered relevant for the position.

- Active affiliations – Membership of Recognised Industry or Professional Organisations.

EXPERIENCE

- At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.

CORE COMPETENCIES

- Promotes sharing of knowledge and experience, and actively works towards continued personal learning and development;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Good practical knowledge of inter-disciplinary development issues;
- Ability to go beyond established procedures and models, propose new approaches which expand the range of projects;
- Builds strong relationships with all stakeholders, focuses on impact and results and responds positively to critical feedback;
- Consistently approaches work with energy and a positive, constructive attitude;
- Remains calm, in control and good humoured even under pressure;
- Proven networking, team building, organizational and communication skills;
- Ability to work in a multi-cultural team environment with a positive attitude;

DURATION AND LOCATION

Duration of position is One year (exact date will be entered later). The assignment will be located in Karachi, Pakistan.

Environment Specialist

BACKGROUND

Sindh Mass Transit Authority (SMTA) was established in October 2016 under the Sindh Mass Transit Authority Act, 2014. The Authority was created with the purpose of planning, developing, operating, maintaining and regulating mass transit systems in the Province of Sindh. Its core function is to provide safe, efficient, affordable, sustainable and reliable mass transit systems.

SMTA will embark on the implementation of the Karachi Mobility Project (KMP) with financing support from the World Bank. KMP includes primarily the construction of a BRT corridor along Korangi Road (Yellow BRT Corridor). The Corridor connects Karachi's southeast suburbs, characterized by dense industrial and residential land uses, with the city's central business district with thriving and dynamic commercial, institutional, cultural, and religious activities.

SMTA intends to recruit a Safety, Health, Environment and Quality Specialist to join its Project Management Team (PMT). The PMT will consist of appropriate experts to effectively manage and implement the project. The Gender Specialist will report to the PD -KMP (Yellow BRT Corridor Project).

The Safety, Health, Environment and Quality (SHE&Q) Specialist recommend resolutions to problems of moderate complexity in the, safety, health, environment and quality of relevance to the SMTA, its staff and ongoing operations of the Declared Project. The responsibility includes developing risk assessments and regulatory compliance programs, monitoring processes; conducting related training activities; and coordinating with relevant stakeholders to ensure compliance with applicable laws and regulations. It also includes the monitoring of the performance of SMTA and its Projects to ensure compliance with the programs as prepared and approved by the Board or the Managing Director.

KEY RESPONSIBILITIES

The SHE&Q Specialist will identify potential risks related to Safety, Health, Environment and Quality of the Sindh Mass Transit Authority Office and Projects it is managing and formulate strategies for rectification to ensure that the Declared Project is a safe and hazard free service for all citizens.

The SHE&Q will have the overall responsibility for ensuring SMTA's operations and development projects comply will all applicable federal and provincial laws and regulations, and environmental policies and standards the respective development partners that may finance or otherwise support these operations and projects.

KEY TASKS

- Serve as a focal person for the continuous improvement of comprehensive Environmental Health, Safety, Health, Environment and quality processes, procedures and programs; effectively

communicate challenges, successes, and areas of concern with management when potential hazards and risks are identified in all areas of the BRT Corridors.

- Serve as a technical expert to advise, management and supervisors on the best methods to resolve SHE&Q concerns including engineering controls, administrative, and personal protective equipment.
- Evaluate and analyse trends, barriers to performance of safe work and root causes of accidents on bus stations, pedestrian crossings, bus routes, bus stops; develop action plans to control or eliminate organizational barriers and/or hazards in the workplace and corridor.
- Conduct workplace audits and inspections to identify and alleviate environmental factors and stresses affecting or potentially affecting the health and safety of employees; conduct ergonomic or other specific assessments; recommend equipment, procedures, assignments or other actions to alleviate identified problems or concerns.
- Plans, develops and conducts safety, occupational health and related training activities; attends or facilitates meetings to discuss safety concerns and practices; advises Company department managers and supervisors on appropriate handling of safety or health situations.
- Interpret new regulations, determine their applicability to Sindh Mass Transit Authority Office and the Declared Project and devise strategies and procedures for compliance.
- Prepare audit and supporting management reports and correspondence related to SHE&Q program evaluation and performance measures; oversee the maintenance of required records and reports for Company reporting purposes.
- Introduce and effectively implement campaigns for the prevention and reduction of accidents and injuries, as well as for environmental protection.
- Facilitate and coordinate the preparation, approval and implementation of Environmental Impact Assessments (EIAs), Environmental Management Plans (EMPs), Environmental Audits and other environmental, health and safety due diligence documents as required.
- Serve as the interlocutor between the SMTA and the Sindh EPA and other environmental regulatory agencies at the federal and provincial level on the areas of your responsibility.
- Lead and organize meaningful and participatory stakeholder consultations on behalf of SMTA as required for all operations and development projects.
- Ensure the EMPs, health, safety plans and requirements are fully incorporated and embedded in bidding documents and civil works contracts as appropriate to ensure these requirements are fully costed, budgeted for and implemented during construction.
- Perform other such duties that may be assigned from time to time.

POSITION REQUIREMENTS

QUALIFICATION

- Minimum Bachelor's degree in engineering, Environmental Sciences, Health Sciences or a related field from a recognized university.
- Preferable Master's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Foreign qualification will be considered an added advantage.

- Specialized Training – ISO 9001-2015, Quality Management Systems, ISO-14001, Occupational Health & Safety, ISO-22000, Quality Assurance, or any other skills considered relevant for the position.
- Active affiliations – Membership of recognised Industry or Professional Organisations.

EXPERIENCE

- At least 5 years of post-qualification relevant experience in Strategic Quality, Environment, Health and Safety, planning/designing, implementing, training, monitoring and evaluating SHE&Q related activities. Relevant International work experience will be considered an added advantage. Experience in Environmental Impact Assessments and Environmental Management Plans is an advantage.

CORE COMPETENCIES

- Strong knowledge of principles and practices of corporate sector SHE&Q program management and administration.
- Knowledge of Federal, Provincial, and local laws, standards, regulations, and policies pertaining to environmental health and safety.
- Strong knowledge of methods, techniques, and practices used in workforce training.
- Ability to identify unsafe working conditions and practices through on-site inspections.
- Ability to conduct accident and injury investigations and to undertake environmental health investigations and mitigation programs.
- Research, interpret and apply technical information to prepare clear and concise management reports; apply logical supporting information to justify decisions and recommendations.
- Work with diverse groups to achieve desired results.
- Establish and maintain cooperative relations with others.

DURATION AND LOCATION

Duration of position is One year (exact date will be entered later). The assignment will be located in Karachi, Pakistan.

TORs for Social Development Specialist

BACKGROUND

Sindh Mass Transit Authority (SMTA) was established in October 2016 under the Sindh Mass Transit Authority Act, 2014. The Authority was created with the purpose of planning, developing, operating, maintaining and regulating mass transit systems in the Province of Sindh. Its core function is to provide safe, efficient, affordable, sustainable and reliable mass transit systems.

SMTA will embark on the implementation of the Karachi Mobility Project (KMP) with financing support from the World Bank. KMP includes primarily the construction of a BRT corridor along Korangi Road (Yellow BRT Corridor). The Corridor connects Karachi's southeast suburbs, characterized by dense industrial and residential land uses, with the city's central business district with thriving and dynamic commercial, institutional, cultural, and religious activities.

The SMTA intends to recruit a social development specialist to lead the social aspects of KMP as part of its Project Management Team (PMT). The PMT will consist of appropriate experts to effectively manage and implement the project. The social development specialist will report to the PD -KMP (Yellow BRT Corridor Project).

The social development specialist will operate within the Sindh Mass Transit Authority and will be responsible for all social development aspects, e.g. social safeguards (resettlement and rehabilitation), stakeholder/community engagement, and grievance redress of SMTA's infrastructure development projects (including those supported by international financial institutions (IFIs)) and other operations and programs. The responsibility includes developing risk assessments and regulatory compliance programs, monitoring processes; conducting related training activities; and coordinating with relevant stakeholders to ensure compliance with applicable laws and regulations.

KEY RESPONSABILITIES

The social development specialist will identify potential social risks associated with Yellow Line and formulate frameworks/strategies, management and supervision plans to avoid and/or mitigate identified social impacts and manage the social risks. The specialist will also identify opportunities, and influence the design, implementation, and supervision of Yellow Line and operations to enhance social benefits for directly affected persons, stakeholders and communities (including vulnerable and marginalized groups), and the wider body of citizens.

More specifically, the primary responsibility of the specialist will include:

- providing oversight on the compliance of the social safeguards policies in project preparation and implementation;
- to periodically review and assess the effectiveness of the activities implemented and their outcomes and impacts as well as compliance with national and international standards and social safeguards instruments, and

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- Providing recommendations and advice PMT on measures to enhance the effectiveness of the project implementation and achievement of the project development objectives through appropriately addressing the social issues of the project.
- Preparing internal social guidelines for the preparation, implementation, monitoring and reporting of d social documents required by various safeguards instruments;
- Reviewing relevant safeguards documents, such as Social Impact Assessments, Livelihood Rehabilitation plan, prepared by consultants to ensure compliance with relevant safeguards policies of the government of Pakistan and various international finance institutions including the World Bank;
- Providing recommendations to PMT accordingly and make necessary changes prior to submission of relevant safeguard instruments to the World Bank and other international finance institutions – ensure consistency in the level of proficiency and presentation of the documentation;
- Supporting PMT in the review of documentation pertaining to social safeguards compliance (including bidding documents, reviews on-site, reports from contractors etc) during project implementation;
- Conducting audits in matters pertaining to timely payments, provision of temporary measures to affected persons;
- Contribute to project progress reports pertaining to overall implementation of environmental and social requirements of the project;
- Coordinating and facilitating the work of consultants engaged to carry out social impact assessments and social management planning and monitoring of safeguards instruments implementation;
- Organising the technical aspects of workshops and meetings as required as needed for preparation and implementation of social management plan;
- Preparing training materials, and conducting technical training workshops to SMTA/PMT staff and project implementation agencies on social safeguards requirements;
- Undertaking field visits to ascertain if the grievance redress mechanisms established for the project are functioning appropriately and the individual projects are implemented in an environmentally and social sustainable manner;
- Collation of appropriate performance and monitoring indicators to input into the Monitoring and Evaluation (M&E) Framework of the project;
- Prepare quarterly progress reports including those required for submission to international finance institutions (if applicable) and other stakeholders as defined in relevant social risk management/social safeguards frameworks and plans;
- Perform other such duties that may be assigned from time to time.

POSITION REQUIREMENTS

QUALIFICATION

- Master's Degree or equivalent in Social Sciences/development studies or other related fields. University degree in applied Social Science, e.g., Anthropology, Sociology, Economics, Development or Human Geography or other related fields combined with specialized experience in similar organization/s, may be considered in lieu of a Master's degree.

EXPERIENCE

- at least 10 years of experience in community engagement, planning, implementation and management of resettlement activities, and complaints resolution/grievance redress management. Experience in the preparation of, or assisting in the preparation of, at least 5

resettlement plans for infrastructure projects. Experience in urban settings would be an advantage.

- Strong knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies such as those pertaining to land acquisition and resettlement, labour management and protection, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups.

- Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.)

CORE COMPETENCIES

- Regularly shares knowledge on new international best practice trends in comparator situations
- Proactively applies relevant international best practices to own work
- Convinces others to adopt international best practice by explaining the situational relevance and benefits
- Helps colleagues work effectively with clients in different contexts and from diverse backgrounds and country situations
- Adapts own approach and style when interacting with clients, as opposed to requiring them to adapt
- Draws upon international best practice in exploring solutions with clients
- Confirms the clients' understanding and agreement before progressing
- Draws on own and others' multi-country experience to identify viable courses of action when conducting analyses
- Helps internal and external clients achieve quality results beyond presenting problems and precedent
- Highlights possible solutions for project issues based on relevant multi-country and/or multi-client experience
- Regularly contributes insights and experiences to colleagues in the Division to help them achieve quality results
- Overcomes unexpected difficulties and challenges to produce desired outcomes
- Maintains collaborative relationships within the Department
- Works effectively with diverse colleagues in own and other Divisions and Departments
- Flexibly alters positions and adjusts previously stated points of view to support the group consensus
- Follows through on team priorities in the absence of a team leader
- Checks the audience's level of understanding and awareness of required follow up actions
- Consistently seeks and addresses feedback on own performance
- Creates knowledge products endorsed for wider distribution based on lessons and multi-country experience
- Independently amends and clarifies messages and documents
- Actively supports work improvement and/or organizational change by work and deed

- Develops and adopts change plans to support Division initiatives on which one works
- Considers current and future client needs in proposing ideas
- Vocalizes early support for change
- Recommends inputs to new policies, systems and processes in immediate work area

DURATION AND LOCATION

Duration of position is One year (exact date will be entered later). The assignment will be located in Karachi, Pakistan.

CONTRACT AGREEMENT

This contract agreement is being executed w.e.f--, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh under the World Bank - Technical Assistance (hereinafter called the "Client") and, therefore, SMTA act as the party of the First Part.

AND

Mr. Amir Hamza , hereinafter referred as the 'Individual Specialist' Social Development Specialist, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh for rendering services as per following Terms of References and Terms & Conditions (Article 01 to 04) to be adhered strictly during the term of the consultancy.

TERMS OF REFERENCES:

Key Responsibilities:

The Social Development Specialist will identify potential social risks associated with Yellow Line Project and formulate frameworks/strategies, management and supervision plans to avoid and mitigate identified social impacts and manage the social risks. The specialist will also identify opportunities, and influence the design, implementation, and supervision of Yellow Line and operations to enhance social benefits for directly affected persons, stakeholders and communities (including vulnerable and marginalized groups), and the wider body of citizens.

More specifically, the primary responsibility of the Specialist will include:

- providing oversight on the compliance with the social safeguard policies in project preparation and implementation.
- Reviewing and assessing periodically the effectiveness of the activities implemented and their outcomes and impacts as well as compliance with national and international standards and social safeguard instruments, and

- Providing recommendations and advising PMT on measures to enhance the effectiveness of the project implementation and achievement of the project development objectives through appropriately addressing the social issues of the project.
- Preparing internal social guidelines for the preparation, implementation, monitoring and reporting of social documents required by various safeguard instruments.
- Reviewing relevant safeguard documents, such as Social Impact Assessments, Livelihood Rehabilitation plan prepared by consultants to ensure compliance with relevant safeguards policies of the government of Pakistan and various international finance institutions including the World Bank.
- Providing recommendations to PMT accordingly and making necessary changes prior to submission of relevant safeguard instruments to the World Bank and other international finance institutions – ensuring consistency in the level of proficiency and presentation of the documentation.
- Supporting PMT in the review of documentation pertaining to social safeguards compliance (including bidding documents, reviews on-site, reports from contractors etc) during project implementation.
- Conducting audits in matters pertaining to timely payments, provision of temporary measures to affected persons;
- Contributing to project progress reports pertaining to overall implementation of environmental and social requirements of the project.
- Coordinating and facilitating the work of consultants engaged to carry out social impact assessments and social management planning and monitoring of safeguard instruments implementation.
- Organizing the technical aspects of workshops and meetings as required as needed for preparation and implementation of social management plan.
- Preparing training materials, and conducting technical training workshops to SMTA/PMT staff and project implementation agencies on social safeguards requirements.
- Undertaking field visits to ascertain if the Grievance Redressal Mechanisms (GRM) established for the project are functioning appropriately and the individual projects are implemented in an environmentally and socially sustainable manner.
- Collation of appropriate performance and monitoring indicators to put into the Monitoring and Evaluation (M&E) Framework of the project.
- Preparing quarterly progress reports including those required for submission to international finance institutions (if applicable) and other stakeholders as defined in relevant social risk management/social safeguards frameworks and plans.
- Perform other such duties that may be assigned from time to time.

TERMS & CONDITIONS:

WHEREAS the Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to execute the agreement with above named individual under World Bank Technical operated through Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh, in accordance with the Legal & Financing Agreement with World Bank and their stated guidelines.

Article #01: Engagement of Services:

Clause # I: Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to engage the services of **Mr. Amir Hamza** as Social Development Specialist and he has accepted the offer.

Clause #II: The individual Specialist would be placed at the disposal of Project Director, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh.

Clause # III: That above named individual Specialist shall perform his duties assigned to him by the Project Director, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) (hereinafter called the "Duty Station") from time to time.

Clause # IV: This contractual offer/agreement is purely a consultancy contract on World Bank TA under the approved WB legal and financing agreement clauses with Government of Pakistan. The Specialist is not entitled to any Government benefits like pension, etc at any stage of this contract and even after the expiry of the contract. This consultancy cannot be converted/termed/used for any purpose of regularization on contractual or permanent basis or any kind of government service/ employment.

Article #02: Commencement of Engagement & Duration:

Clause # I: The term of engagement will commence from ---. The term of this contract agreement is for a period up to -------------------------------------- only (Extendable on mutual and agreed term and conditions as contained in Article 03, Clause II) . No intimation is binding upon Karachi Mobility Project, (Yellow Line BRTS) to inform Specialist about the completion of this contract term, in advance.

Clause # II: In case Specialist is interested to offer his services beyond the completion of instant contract term, he may put a request in writing at least 45 days but not less than 35 days, prior to the completion of his contract term. It is the prerogative of Karachi Mobility Project, (Yellow Line BRTS) PMT to either consider or reject such request without giving any reason thereof. Even in case, any consideration on extension request, if made, it is also subject to annual review assessments, approvals, NOL and availability of TA funds.

Article #03: Remuneration, Annual Performance Review, TA/DA, Leave, Taxation & Stamp Duty:

Clause #I: **Remuneration:**

a) A fix monthly package of Rs. 350,000/- (Three Hundred Fifty Thousand Rupees) lump sum inclusive of all taxes. Incentives including provision of official laptop (subject to need and availability) and Internet facility within the office premises will be provided throughout the agreement period.

b) The Specialist will be responsible to maintain internet facility outside the office premises by himself, as he is required to attend urgent official assignments in a timely manner. In case official laptop is not provided (due to any reason), the Specialist will himself arrange and bear its maintenance & depreciation cost.

c) Effective completion of task(s) from any location outside office even on leave/public holiday(s) shall also be one of factors in determining the efficiency and responsiveness of individual Specialist during annual review assessment

Clause # II: **Annual performance award and/or annual increment:** Will be subject to satisfactory annual review assessment based on successful deliveries of TORs and Quantifiable deliverables during the contract term and subject to contract extension beyond one year period. The assessment will be conducted by the reporting officer & subsequent authority as well. However, final approvals, NOL and availability of TA Funds are mandatory.

Clause #III: **TA/DA: -** No other facility and claim thereof will be entertained excluding TA/DA for movement on activities/assignments only outside the Karachi station (claim would be equivalent to basic scale 18). But this scale is only mentioned herein for the purpose of calculation of amount and cannot be treated/used in any other references).

Clause IV: **Leave & Attendance:** The individual Specialist may avail of max. 02 days casual leave (not as an entitlement) each month subject to prior approval of the reporting officer. Leave without prior permission will be considered violation of the contract. Leave and Attendance guidelines as per the standards applicable in government business, are applicable to the Specialist during the course of this engagement, along with any amendment made thereof. The track record of leave and attendance shall also be one of the factors under annual assessment review.

Clause V: **Taxation:** The individual Specialist shall be responsible to pay taxes, duties, fees and other impositions as and when levied on his income, falling under this contract, under the laws of Islamic Republic of Pakistan (deductible at source). If any change in taxation policy is announced during the tenure of this contract then the same will be applicable from its effective date. No alteration / revision shall be made in the gross monthly remuneration amount during the contract period on account of change in taxation policy.

Clause VI: **Stamp Duty:** The individual Specialist shall himself arrange the stamp duty papers to the amount equal to applicable government rate, on which this contract will be signed. The amount of duty shall be the total value of the contract i.e. monthly remuneration x duration of instant contract agreement.

<u>Article #04: Termination:</u>

Clause # I: The contract agreement may be terminated without giving any reasons through a written notice of one month by either party; in case of short notice period, one month remuneration will be forfeited.

Clause # II: If an individual Specialist remains absent from duty and fails to intimate/ inform his reporting officer for more than 5 days his contract agreement may be terminated immediately.

Clause # III: Regular non performing individual Specialist in respect to his assigned TORs and Quantified Deliverables is liable to contract termination with immediate effect. And if an individual Specialist commits a misconduct and with impartial enquiry is found guilty, his contract can be terminated with immediate effect or his term of contract agreement can be reduced from 01 to 03 months depending upon severity of the misconduct.

Clause # IV: During the Terms of Engagement, individual Specialist shall devote required time and attention to the performance of the services and shall at all-time act with diligence and efficiency as and when required. He shall hand over all reports, Drawings, CDs, USBs, email messages or what-ever soft and hard material available with him. Individual shall also return (if any) vehicle, equipment and any given items to Karachi Mobility Project, (Yellow Line BRTS) PMT, upon termination or resignation or expiry of the contract. The clearance and experience certificate will only be issued upon receiving of all issued items in satisfactory

resignation, expiry- in case Specialist does not want to continue his services beyond stated term of contract or non-extension of the contract agreement) is subject to the issuance of clearance certificate from the reporting officer, and sections respectively.

Clause # V: Individual Specialist will not at any time of the contract term, make official decisions, on behalf of Sindh Mass Transit Authority (SMTA), Government of Sindh unless authorized by the reporting officer/competent authorities.

Clause # VI: The individual Specialist undertakes that no relative under category I and II of W.B staff manual is working or attached with this World Bank program. Specialist also undertakes that in case any such information is found during the contract term, it will be terminated immediately.

Contents of following mentioned clauses are applicable during and even after the completion of the contract term. Any breach/violations made/occurred, will lead to termination of contract with immediate effect and Sindh Mass Transit Authority (SMTA) also reserves the right to initiate legal action against the individual Specialist in accordance with law/rules/regulations.

Clause #VII: The individual Specialist acknowledges that all information in respect of Karachi Mobility Project, Yellow Line BRTS including this project is proprietary and shall not be shared/ hoisted at any medium, without prior consent of the reporting officer as well as competent authority, with any individual or an entity outside the Transport and Mass Transit Department. And the individual shall also refrain from showcasing /highlighting himself at any medium, with any such information/material, which was being collected/visited on official capacity but sharing/projecting it for oneself publicity, as if it was carried out in his private capacity.

Clause #VIII: The individual Specialist refrain from tempering and manipulating of official record/ data for utilizing it at different forums.

Clause# IX: The individual specialist refrain from leaking official and confidential information to any party/ individual outside Sindh Mass Transit Authority (SMTA).

Clause# X: Individual Specialist refrain from making any public comments against project (s), officers/officials/Specialists of Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) and all the donor/development agencies.

Clause # XI: The individual Specialist refrain from using his institutional memory against the interest of Government of Sindh, Transport and Mass Transit Department, Karachi Mobility Project, (Yellow Line BRTS) PMT and all the development partners, during and even after the completion of the contract term.

Clause #XII: The individual Specialist is bound to refrain from indulging himself in any kind of political or religious activity including support and contributions of funds during performing of official duties.

Clause #XIII: This assignment is purely contract based and in no way individual specialist shall claim for any benefit other than provided in the contract.

IN WITNESS HEREOF, both parties agree to the terms of conditions of this agreement and by signing this it becomes a binding contract.

Karachi,
Dated: --------------------------

SIGNED BY: ______________________________

Full Name and CNIC NO: -------------------------
(CNIC # -------------------------
Contact:
Residential Address:

SIGNED BY:

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Mr. Imran Bhatti, Project Director, Karachi Mobility Project, Yellow Line BRTS, Sindh Mass Transit Authority (SMTA), House No.D-43/1, Shahrah-e-Ghalib, Block-2, Clifton, (near Bilawal Chowrangi), Karachi, Pakistan.

WITNESS# 1: **Signature with Name, Designation & CNIC No.**

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WITNESS# 2: **Signature with Name, Designation & CNIC No.**

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CONTRACT AGREEMENT

This contract agreement is being executed w.e.f--- --, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh under the World Bank - Technical Assistance (hereinafter called the "Client") and, therefore, SMTA act as the party of the First Part.

AND

Mr. Zafar Iqbal, hereinafter referred as the 'Individual Specialist' Procurement and Contract Management Specialist (the PCMS), Karachi Mobility Project, Yellow Line BRTS (The Project) Sindh Mass Transit Authority (SMTA), Government of Sindh for rendering services as per following Terms of References and Terms & Conditions (Article 01 to 04) to be adhered strictly during the term of the consultancy.

TERMS OF REFERENCES:

Key Responsibilities:

- The responsibilities of this assignment are to develop and maintain effective Procurement Management System for Yellow Line BRT Corridor. He shall lead the procurement and contract management activities with the responsibility for ensuring compliance with the World Bank Procurement Regulations.

- PCMS shall be responsible for providing commercial and contractual advice and coordination of technical matters for all the project contracts. The PCMS shall be responsible for overall coordination of the identified procurements, suggesting best strategy for the new activities based on six monthly review of the project progress, and update of the Project Procurement Strategy Document (PPSD). The PCMS would assist the Project Management Team (PMT), Yellow Corridor in developing the Procurement Documents (EOIs, RFBs, RFPs, etc.) for various contracts, and review the bidding documents provided by the consulting firms, and support the evaluations, award and contract implementation.

- A consulting firm shall be hired for detailed design and supervision of works contracts

including providing procurement support (preparation of bidding documents) and shall also support SMTA during the bids/proposal evaluation process. The PCMS shall also work very closely with this consulting firm during the assignment period.

KEY TASKS:

The PCMS shall lead the Procurement team of PMT at SMTA in setting up a procurement plan and systems for the Project. The PCMS shall provide "learning by doing" mode training particularly to procurement staff of SMTA. The PCMS shall also provide guidance to the PMT on all procurement and contract management related activities regarding the Project.

The PCMS shall be responsible for the project on the aspects but not limiting to the following which are directly related to procurement and contract management of Yellow Corridor BRT System:

- Work under the guidance of the Project Director (PD) in implementing all aspects of procurement under the Project.
- Design, establish and supervise the procurement management system.
- Strengthen the procurement and contract management performance of the SMTA in the preparation of the procurement documents and contracts regarding the Project.
- Update procurement plan every six months, for activities, estimated costs, and timelines and procurement methods.
- Update the Procurement Plans as and when an action is completed through STEP (systematic tracking of exchanges in procurement) which is a web-based procurement planning and monitoring system.
- Prepare or review contracts, specifications, and solicitation documents as per the requirements raised regarding the Project.
- Review and update of PPSD as and when required.
- Take lead in preparing contract management plans of all the contracts regarding the Project.
- Advise the PD on various contractual matters.
- Oversee the contractual correspondences of the PMT.
- Guide the PMT so that actions are made in compliance with the relevant contract agreements, stipulations, documents and international standards, on timely manner.
- Ensure procurement and contract management processes are carried out in compliance with the Financing Agreement, Project Agreement and the applicable World Bank Procurement Regulations.
- Coordinate with PMT in preparing an overall project management plan and its constant update.
- Oversee the contractual clauses in the various bidding documents, following the applicable Bank Regulations.
- Participate in bid/proposal opening and evaluation process.
- Advise PMT with reference to project and contract management in developing various documents.
- Take leading role in preparing procurement documents.
- Take leading role in processing the procurement steps (short listing, evaluation for various consultancy assignments, evaluation of bids/proposals etc.).

- Participate in pre-proposal conferences, pre-bid conferences, bid/proposal openings, evaluations, negotiations and contract award and recording/dissemination of minutes etc.
- To maximize efficiency of procurement cycle by providing strategic and expert advice and implement necessary controls ensuring transparency, cost effectiveness and soundness of all procurements to be carried out under the project.
- Assist various audit/ex-post review outfits in performance of their tasks by ensuring that procurement documents are efficiently filed and provided with complete track of procurement cycle.
- Support the development of overall project management plan for the Yellow BRT Corridor.
- Develop contract management SOPs for the various works, goods and consultancy contracts regarding the Project.
- Develop contract management plan for each contract with roles and responsibilities, contract management sheets, risks and milestones etc.
- Raise red flags to the PD and the PMT whenever contractual delays are observed and suggest solutions accordingly.
- Review contractors' work plans and the resource (staff, labor, machinery/equipment, material etc.) deployment plans and comment on its workability.
- Facilitate discussions between PMT, consultant/s and contractors with a view to achieve closure on divergent interpretation of contractual clauses.
- Act as a focal person on behalf of PMT for contract administration issues that may accrue liabilities for the Project.
- Monitor progress of contracts implementation to ensure that it abided by the stipulated standards, procedures and planned timetable.
- Support preparation of end of proceedings report for PMT after every claim. Such report(s) shall be drafted professionally and would facilitate any audit or other reviews.
- Any other relevant task assigned by the Project Director.

TERMS & CONDITIONS:

WHEREAS the Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to execute the agreement with above named individual under World Bank Technical operated through Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh, in accordance with the Legal & Financing Agreement with World Bank and their stated guidelines.

Article #01: Engagement of Services:

Clause # I: Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to engage the services of **Mr. Zafar Iqbal** as Procurement and Contract Management Specialist and he has accepted the offer.

Clause #II: The individual Specialist would be placed at the disposal of Project Director, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh.

Clause # III: That above named individual Specialist shall perform his duties assigned to him by the Project Director, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) from time to time.

Clause # IV: This contractual offer/agreement is purely a consultancy contract on World Bank TA under the approved WB legal and financing agreement clauses with Government of Pakistan. The Specialist is not entitled to any Government benefits like pension, etc at any stage of this contract and even after the expiry of the contract. This consultancy cannot be converted/termed/used for any purpose of regularization on contractual or permanent basis or any kind of government service/ employment.

Article #02: Commencement of Engagement & Duration:

Clause # I: The term of engagement will commence from -- --. The term of this contract agreement is for a period up to -------------------------------------- only (Extendable on mutual and agreed term and conditions as contained in Article 03, Clause II) . No intimation is binding upon Karachi Mobility Project, (Yellow Line BRTS) to inform Specialist about the completion of this contract term, in advance.

Clause # II: In case Specialist is interested to offer his services beyond the completion of instant contract term, he may put a request in writing at least 45 days but not less than 35 days, prior to the completion of his contract term. It is the prerogative of Karachi Mobility Project, (Yellow Line BRTS) PMT to either consider or reject such request without giving any reason thereof. Even in case, any consideration on extension request, if made, it is also subject to annual review assessments, approvals, NOL and availability of TA funds.

Article #03: Remuneration, Annual Performance Review, TA/DA, Leave, Taxation & Stamp Duty:

Clause #I: **Remuneration:**

a) A fix monthly package of Rs. 300,000/- (Three Hundred Thousand Rupees) lump sum inclusive of all taxes. Incentives including provision of official laptop (subject to need and availability) and Internet facility within the office premises will be provided throughout the agreement period.

b) The Specialist will be responsible to maintain internet facility outside the office premises by himself, as he is required to attend urgent official assignments in a timely manner. In case official laptop is not provided (due to any reason), the Specialist will himself arrange and bear its maintenance & depreciation cost.

c) Effective completion of task(s) from any location outside office even on leave/public holiday(s) shall also be one of factors in determining the efficiency and responsiveness of individual Specialist during annual review assessment.

Clause # II: **Annual performance award and/or annual increment:** Will be subject to satisfactory annual review assessment based on successful deliveries of TORs and Quantifiable deliverables during the contract term and subject to contract extension beyond one year period. The assessment will be conducted by the reporting officer & subsequent authority as well. However, final approvals, NOL and availability of TA Funds are mandatory.

Clause #III: **TA/DA: -** No other facility and claim thereof will be entertained excluding TA/DA for movement on activities/assignments only outside the Karachi station (claim would be equivalent to basic scale 18). But this scale is only mentioned herein for the purpose of calculation of amount and cannot be treated/used in any other references).

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Clause IV: **Leave & Attendance:** The individual Specialist may avail of max. 02 days casual leave (not as an entitlement) each month subject to prior approval of the reporting officer. Leave without prior permission will be considered violation of the contract. Leave and Attendance guidelines as per the standards applicable in government business, are applicable to the Specialist during the course of this engagement, along with any amendment made thereof. The track record of leave and attendance shall also be one of the factors under annual assessment review.

Clause V: **Taxation:** The individual Specialist shall be responsible to pay taxes, duties, fees and other impositions as and when levied on his income, falling under this contract, under the laws of Islamic Republic of Pakistan (deductible at source). If any change in taxation policy is announced during the tenure of this contract then the same will be applicable from its effective date. No alteration / revision shall be made in the gross monthly remuneration amount during the contract period on account of change in taxation policy.

Clause VI: **Stamp Duty:** The individual Specialist shall himself arrange the stamp duty papers to the amount equal to applicable government rate, on which this contract will be signed. The amount of duty shall be the total value of the contract i.e. monthly remuneration x duration of instant contract agreement.

Article #04: Termination:

Clause # I: The contract agreement may be terminated without giving any reasons through a written notice of one month by either party; in case of short notice period, one month remuneration will be forfeited.

Clause # II: If an individual Specialist remains unauthorized absent from duty and fails to intimate/ inform his reporting officer for more than 5 days his contract agreement may be terminated immediately.

Clause # III: Regular non performing individual Specialist in respect to his assigned TORs and Quantified Deliverables is liable to contract termination on immediate effect. And if an individual Specialist commits a misconduct and with impartial enquiry is found guilty, his contract can be terminated with immediate effect or his term of contract agreement can be reduced from 01 to 03 months depending upon severity of the misconduct.

Clause # IV: During the Terms of Engagement, individual Specialist shall devote required time and attention to the performance of the services and shall at all-time act with diligence and efficiency as and when required. He shall hand over all reports, Drawings, CDs, USBs, email messages or what-ever soft and hard material. Individual shall also return (if any) vehicle, equipment and any given items to Karachi Mobility Project, (Yellow Line BRTS) PMT, upon termination or resignation or expiry of the contract. The clearance and experience certificate will only be issued upon receiving of all issued items in satisfactory condition. Payment of last monthly remuneration (either at termination, resignation, expiry-in case Specialist does not want to continue his services beyond stated term of contract or non-extension of the contract agreement) is subject to the issuance of clearance certificate from the reporting officer, and sections respectively.

Clause # V: Individual Specialist will not at any time of the contract term, make official decisions, on behalf of Sindh Mass Transit Authority (SMTA), Government of Sindh unless authorized by the reporting officer/competent authorities.

Clause # VI: The individual Specialist undertakes that no relative under category I and II of W.B staff manual is working or attached with this World Bank program. Specialist also undertakes that in case any such information is found during the

Contents of following mentioned clauses are applicable during and even after the completion of the contract term. Any breach/violations made/occurred, will lead to termination of contract with immediate effect and Sindh Mass Transit Authority (SMTA) also reserves the right to initiate legal action against the individual Specialist in accordance with law.

Clause #VII: The individual Specialist acknowledges that all information Karachi Mobility Project, Yellow Line BRTS including this project is proprietary and shall not be shared/ hoisted at any medium, without prior consent of the reporting officer as well as competent authority, with any individual or an entity outside the Transport and Mass Transit Department. And the individual shall also refrain from showcasing /highlighting himself at any medium, with any such information/material, which was being collected/visited on official capacity but sharing/projecting it for oneself publicity, as if it was carried out in his private capacity.

Clause #VIII: The individual Specialist refrain from tempering and manipulating of official record/ data for utilizing it at different forums.

Clause# IX: The individual specialist refrain from leaking official and confidential information to any party/ individual outside Sindh Mass Transit Authority (SMTA).

Clause# X: Individual Specialist refrain from making any public comments against project (s), officers/officials/Specialists of Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) and all the donor/development agencies.

Clause # XI: The individual Specialist refrain from using his institutional memory against the interest of Government of Sindh, Transport and Mass Transit Department, Karachi Mobility Project, (Yellow Line BRTS) PMT and all the development partners, during and even after the completion of the contract term.

Clause #XII: The individual Specialist is bound to refrain from indulging himself in any kind of political or religious activity including support and contributions of funds during performing of official duties.

Clause #XIII: This assignment is purely contract based and in no way individual specialist shall claim for any benefit other than provided in the contract.

IN WITNESS HEREOF, both parties agree to the terms of conditions and this agreement and by signing this it becomes a binding contract.

Karachi,
Dated: ---------------------------

SIGNED BY: ______________________________

Full Name and CNIC NO: -------------------------,
(CNIC # -------------------------
Contact:
Residential Address:

SIGNED BY:

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Mr. Imran Bhatti, Project Director, Karachi Mobility Project, Yellow Line BRTS, Sindh Mass Transit Authority (SMTA), House No.D-43/1, Shahrah-e-Ghalib, Block-2, Clifton, (near Bilawal Chorangi), Karachi, Pakistan.

WITNESS# 1: **Signature with Name, Designation & CNIC No.**

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WITNESS# 2: **Signature with Name, Designation & CNIC No.**

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CONTRACT AGREEMENT

This contract agreement is being executed w.e.f -- --, Karachi Urban Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh under the World Bank - Technical Assistance (hereinafter called the "Client") and, therefore, SMTA act as the party of the First Part,

AND

Mr. Javed Islam, hereinafter referred as the 'Individual Specialist 'Financial Management Specialist, Karachi Urban Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh for rendering services as per following Terms of References and Terms &Conditions (Article 01 to 04) to be adhered strictly during the term of the consultancy:

TERMS OF REFERENCES:

A- KEY RESPONSIBILITIES

General Management and Leadership

- Liaise with internal SMTA staff and the World Bank on all aspects of project's financial management.
- Conduct trainings for the project staff and other relevant government officials on the importance of financial management and educating staff on financial responsibilities.
- Keep abreast the Project Director with the latest developments and issues in project's financial management and provide suggestions to the best possible option.
- Assist the Procurement Specialist in designing job descriptions for staff in Finance team and selection of suitable applicants, when needed.
- Liaise with Director General Audit Sindh, to timely conduct financial statements audit of the project

Budgeting and Planning

- Assist Project Director in preparation of annual work plans: and based on which prepare annual Cash Plans.
- Assist Project Director, by all means, in the approval of annual work plan from the Project Steering Committee.
- Upload annual budget on National FMIS/ SAP; compare actual performance against the budget and underline weak performing areas for attention of Project Director.
- Prepare annual, quarterly and semi-annually disbursement forecasts for all components of the project in line with project's procurement plan and Work Plan/Cash Plan.

Funds Management

- Prepare request for authorization of signatories to sign Withdrawal Applications. IFR and/or correspond with the World Bank. Ensure confirmation in this regard is received from the World Bank.
- Prepare realistic cash forecasts on quarterly basis in coordination with the project team and submit to the World Bank for advance and replenishment of advance, once allowed.
- Prepare and process withdrawal application in accordance with the Bank's Disbursement Guidelines for drawing funds from the assignment account(s) opened for the project
- Track funds and follow up with National Bank of Pakistan and the World Bank to ensure timely credit of funds into the project's assignment account(s).
- Prepare quarterly and annual projections on IFRs (Source Uses. Variance Analysis. Cash Forecast. DA Activity. Post Procurement and Review). The FMS shall be one of the Liaison Officers on the Client Connection and upload the above forecast for the CC Signatories to review and obtain prior approval from Project Director and Directorate of Finance & Accounts (SMTA).

Expenditure/Payment Processing

- Ensure compliance with internal control framework of the government and the respective rules and procedures while processing payments.
- Analyze, plan, design, implement, and monitor a system to augment internal controls in line with best practices in the process of payment and expenditure management.
- Apply pre-audit checks on all payments before payment from the assignment account(s) including budget availability, sanction of competent authority and compliance with applicable financial rules & regulations.
- Ensure that No Objection Letter (NOL) is obtained from the Bank for every prior review activity before processing any payment.
- Prepare request for payment and forward to Project Director for approval after fulfilling all codal formalities.
- Ensure that only eligible payments are forwarded to Project Director for approval and drawing funds from the assignment account.
- Manage financial aspects of the contracts under implementation, including payment terms, purchase orders and variation orders.

Accounting and Record Management

- Record all transactions timely and accurately in the books of accounts *(both in Pak Rupees and US$)* and ensure that no expenditure remained unaccounted.
- Maintain accounts on cash basis as per government accounting procedure i.e. New Accounting Model.
- Maintain PIFRA SAP R/3 (National FMIS) software to be implemented at the project.
- Oversee the process of entering transaction level data in National FMIS.
- Ensure up-to-date maintenance of adequate registers, books of accounts and records in appropriate order and format to meet the government and World Bank's requirements and to facilitate classification and analyzing the financial information for monitoring the project progress.
- Prepare supplementary record, which provides timely and up-to-date financial information of contracts.
- Maintain imprest /petty cash account (where applicable) and ensure maintenance of separate petty cash book and petty cash vouchers in compliance with petty cash SOPs as approved by the government from time to time.
- Prepare monthly bank reconciliation statements of assignment account both in Pak Rupee and US$.
- Reconcile the expenditure on government prescribed format with the office of Accountant General on monthly basis.
- Be the payroll manager and process monthly payroll of project employees. Ensure proper payroll controls are applied and the payments are made directly in the Bank accounts.
- Prepare and process monthly project payroll and submit to Project Director for approval prior to making any payment under salaries.
- Ensure that the fixed asset records are maintained for the project identifying location and user of each asset and arrange for the annual and periodical inventory of the assets and updating the records.
- Ensure safe custody of all financial records for review by Bank Missions, third party monitoring agents; and external & internal auditors.
- Prepare Budget Execution Reports for Eligible Expenditure Programs.

Financial Reporting

- Track expenditure incurred by Local Councils on eligible investments from PBGs for reporting to World Bank.
- Prepare quarterly financial reports and submit to Project Director and Bank in a timely fashion for review and approval.
- Generate financial reports from National FMIS that includes information on budget execution under Eligible Expenditure Programs and the Technical Assistance Component.
- Ensure that annual financial statements and other monthly and quarterly reports as specified under the Financing Agreement and as per recommended/suggested by Bank supervision missions are accurately prepared and timely submitted – annual financial statements to be prepared in accordance with Cash Basis IPSAS 'Financial Reporting under Cash Basis of Accounting'.
- Prepare annual financial statements as per Cash Basis IPSAS and submit to the Auditors within two months of the close of the financial year.
- Define and produce other financial reports, as and where required on utilization of funds to facilitate Project Director in decision-making process.
- Ensure that all government financial reporting requirements are complied with:
  a) Specifically monthly financial reports to AG Office and regular/ timely reporting in SAP.
  b) Schedule of Cheque to be prepared, submitted to Project Director for sign off and onward submission to NBP and following up on outstanding/ un-cleared cheque
  c) Statement of Receipts and Payment as per CoA prepared and submitted to Project Director.
  d) Prepare Grant Disbursement Estimates (Budget and Revised) on EAD format and submit to Project Director for onward submission to EAD on annual basis.

Audit

- Make arrangements for timely initiation and completion of audit of project and ensure that report produced is in compliance with audit requirements of the Government and the World Bank.
- Ensure that the project is adequately reflected in audit plan of internal auditors and that internal audit is periodically conducted in accordance with the internal audit plan. Liaison as focal person for conducting internal audit activity.
- Cooperating with World Bank, Government and other partners to improve project financial management, particularly in terms of following up the action points agreed in the project legal documents, during the World Bank supervision missions, Aide Memoires and the recommendations of external auditors and internal auditors.
- Attend entry and exit meetings with external auditors, facilitate timely completion of audits by arranging timely submission of annual financial statement in appropriate format, supply of information and documents responding to queries, initiate actions for holding tripartite meetings and coordinating with various team members of project in settling audit observations.

  Prepare working papers on audit observations raised by external auditors and arrange to convene Departmental Accounts Committee (DAC) meeting to settle the audit observations to the extent legally and logically possible.

TERMS & CONDITIONS:

WHEREAS the Karachi Urban Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to execute the agreement with above named individual under World Bank Technical operated through Karachi Urban Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh, in accordance with the Legal & Financing Agreement with World Bank and their stated guidelines.

Article #01: Engagement of Services:

Clause # I: Karachi Urban Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to engage the services of **Mr.Javed Islam** as Financial Management Specialist and he has accepted the offer.

Clause #II: The individual Specialist would be placed at the disposal of Project Director, Karachi Urban Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh.

Clause # III: That above named individual Specialist shall perform ant duty assigned to him by the Project Director, Karachi Urban Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA)(hereinafter called the "Duty Station") from time to time.

Clause # IV: This contractual offer/agreement is purely a consultancy contract on World Bank TA under the approved WB legal and financing agreement clauses with Government of Pakistan. The Specialist is not entitled to any Government benefits like pension, etc at any stage of this contract and even after the expiry of the contract. This consultancy cannot be converted/termed/used for any purpose of regularization on contractual or permanent basis or any kind of government service/ employment.

Article #02: Commencement of Engagement & Duration:

Clause # I: The term of engagement will commence from--. The term of this contract agreement is for a period up to--only (Extendable on mutual and agreed term and conditions as contained in Article 03, Clause II). No intimation is binding upon Karachi Urban Mobility Project, (Yellow Line BRTS) to inform Specialist about the completion of this contract term, in advance.

Clause # II: In case Specialist is interested to offer his/her services beyond the completion of instant contract term, he/she may put a request in writing at least 45 days but not less than 35 days, prior to the completion of his/her contract term. It is the prerogative of Karachi Urban Mobility Project, (Yellow Line BRTS) PMT to either consider or reject such request without giving any reason thereof. Even in case, any consideration on extension request, if made, it is also subject to annual review assessments, approvals, NOL and availability of TA funds.

Article #03: Remuneration, Annual Performance Review, TA/DA, Leave, Taxation & Stamp Duty:

Clause #I: **Remuneration:**

a) A fix monthly package of Rs. 300,000/- (Rupees Three Hundred Thousand) lump sum inclusive of all taxes. Incentives including provision of official laptop (subject to need and availability) and Internet facility within the office premises will be provided throughout the agreement period.

b) The Specialist will be responsible to maintain internet facility outside the office premises by him/herself, as he/she is required to attend urgent official assignments in a timely manner. In case official laptop is not provided (due to any reason), the Specialist will him/herself arrange and bear its maintenance & depreciation cost.

c) Effective completion of task(s) from any location outside office even on leave/public holiday(s) shall also be one of factors in determining the efficiency and responsiveness of an individual Specialists' during annual review assessment.

Clause # II: **Annual performance award and/or annual increment:** Will be subject to satisfactory annual review assessment based on successful deliveries of TORs and Quantifiable deliverables during the contract term and subject to contract extension beyond one year period. The assessment will be conducted by the reporting officer & subsequent authority as well. However, final approvals, NOL and availability of TA Funds are mandatory.

Clause #III: **TA/DA: -** No other facility and claim thereof will be entertained excluding TA/DA for movement on activities/assignments only outside the Karachi station (claim would be equivalent to basic scale 18) made thereof. The track record of leave and attendance shall also be one of the factors under annual assessment review.

Clause V: **Taxation:** The individual Specialist shall be responsible to pay taxes, duties, fees and other impositions as and when levied on his/her income, falling under this contract, under the laws of Islamic Republic of Pakistan (deductible at source). If any change in taxation policy is announced during the tenure of this contract then the same will be applicable from its effective date. No alteration / revision shall be made in the gross monthly remuneration amount during the contract period on account of change in taxation policy.

Clause VI: **Stamp Duty:** The individual Specialist shall himself arrange the stamp duty papers to the amount equal to applicable government rate, on which this contract will be signed. The amount of duty shall be the total value of the contract i.e. monthly remuneration x duration of instant contract agreement.

Article #04: Termination:

Clause # I: The contract agreement may be terminated without giving any reasons through a written notice of one month by either party; in case of short notice period, one month remuneration will be forfeited.

Clause # II: If an individual Specialist remains unauthorized absent from duty and fails to intimate/ inform his/her reporting officer for more than 5 days his/her contract agreement may be terminated immediately.

Clause # III: Regular non performing individual Specialist in respect to his/her assigned TOR's and Quantified Deliverables is liable to contract termination on immediate effect. And if an individual Specialist commits misconduct and with impartial enquiry is found guilty, his/her contract can be terminated with immediate effect or his/her term of contract agreement can be reduced from 01 to 03 months depending upon severity of the misconduct.

Clause # IV: During the Terms of Engagement, individual Specialist shall devote required time and attention to the performance of the services and shall at all-time act with diligence and efficiency as and when required. He shall hand over all reports, Drawings, CDs, USBs, email messages or what-ever soft and hard material. Undersigned shall also return (if any) vehicle, equipment and any given items to Karachi Urban Mobility Project, (Yellow Line BRTS) PMT, upon termination or resignation or expiry of the contract. The clearance and experience certificate will only be issued upon receiving of all issued items in satisfactory condition. Payment of last monthly remuneration (either at termination, resignation, expiry- in case Specialist does not want to continue his/her services beyond stated term of contract or non-extension of the contract agreement) is subject to the issuance of clearance certificate from the reporting officer, and sections respectively.

Clause # V: Individual Specialist will not at any time of the contract term, make official decisions, on behalf of Karachi Urban Mobility Project yellow Line BRT/ Sindh Mass Transit Authority (SMTA), Government of Sindh unless authorized by the reporting officer/competent authorities.

Clause # VI: The individual Specialist undertakes that no relative under category I and II of W.B staff manual is working or attached with this World Bank program. Specialist also undertakes that in case any such information is found during the contract term, it will be terminated immediately.

Contents of following mentioned clauses are applicable during and even after the completion of the contract term. Any breach/violations made/, will lead to termination of contract with immediate effect and Sindh Mass Transit Authority (SMTA) also reserves the right to initiate legal action against the individual Specialist in accordance with law.

Clause #VII: The individual Specialist acknowledges that all information of KUMP Yellow Line BRTS including this project is proprietary and shall not be shared/ hoisted at any medium, without prior consent of the reporting officer as well as competent authority, with any individual or an entity outside the Transport and Mass Transit Department. The specialist shall also refrain from showcasing /highlighting him/herself at any medium, with any such information/material, which was being collected/visited on official capacity but sharing/projecting it for oneself publicity, as if it was carried out in his/her private capacity.

Clause #VIII: The individual Specialist refrain from tempering and manipulating official record/ data for utilizing it at different forums.

Clause# IX: The individual specialist refrains from leaking official and confidential information to any party/ individual outside Sindh Mass Transit Authority (SMTA).

Clause# X: Individual Specialist refrains from making any public comments against program/project (s), officers/officials/Specialists of Karachi Urban Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) and all the donor/development agencies.

Clause # XI: The individual Specialist refrains, from using his/her institutional memory against the interest of Government of Sindh, TMTD, Karachi Urban Mobility Project, (Yellow Line BRTS) PMT and all the development partners, during and even after the completion of the contract term.

Clause #XII: The individual Specialist is bound to refrain from indulging him/herself in any kind of political or religious activity including support and contributions of funds during performing of official duties.

Clause #XIII: This assignment is purely contract based and in no way individual specialist shall claim for any benefit other than provided in the contract.

IN WITNESS HEREOF, both parties agree to the terms of conditions of this agreement and by signing this it becomes a binding contract.

Karachi,
Dated: --------------------------

SIGNED BY: ______________________________

Full Name and CNIC NO: -------------------------,
(CNIC # -------------------------)

SIGNED BY:
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Mr. Imran Bhatti, Project Director, Karachi Urban Mobility Project, Yellow Line BRTS, Sindh Mass Transit Authority (SMTA), House No.D-43, Shahrah-e-Ghalib, Block-2, Clifton, (near Bilawal Chorangi), Karachi, Pakistan.

WITNESS# 1: **Signature with Name, Designation & CNIC No.**

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WITNESS# 2: **Signature with Name, Designation & CNIC No.**

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CONTRACT AGREEMENT

This contract agreement is being executed w.e.f-- ---, Karachi Urban Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh under the World Bank - Technical Assistance (hereinafter called the "Client") and, therefore, SMTA act as the party of the First Part.

AND

Mr.Yawar Nabi , hereinafter referred as the 'Individual Specialist' Communication Specialist, Karachi Urban Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh for rendering services as per following Terms of References and Terms & Conditions (Article 01 to 04) to be adhered strictly during the term of the consultancy.

TERMS OF REFERENCES:

A- Key Responsibilities

The major areas of responsibility for the Communication Specialist include:

- Ensure that Sindh Mass Transit Authority communications are effective, targeted and credible internally and externally to its staff, public transport users, government departments and its stakeholders.
- Developing and implementing strategies for Sindh Mass Transit Authority and to raise Sindh Mass Transit Authority media profile.
- Create content to support Sindh Mass Transit Authority business objectives.
- Strengthen Sindh Mass Transit Authority role as a trusted voice on providing first class transport services.
- And deliver on Sindh Mass Transit Authority's emerging communications. needs and requirements.
- Coordinate with Communication personnel of similar projects to learn from their experiences and draw synergies. Keep regular contact with Communication personnel from World Bank's Karachi-focused projects to ensure that the messaging is consistent and aligned with the Karachi Transformative Strategy.

B- KEY TASKS

- Identifying all major stakeholders related to the system and maintaining a contact directory.
- Preparing, implementing and evaluating Sindh Mass Transit Authority communications strategy.
- Developing and articulating the key messages related to the system.
- Preparing outreach materials to communicate key system messages with different stakeholders, including the news media, public transport users, and the public.
- Managing and directing information sessions with the key stakeholder groups.
- Preparing and disseminating press releases.
- Prepare communication materials including the Sindh Mass Transit Authority sector bulletins, brochures and promotional material in print as well as on various social media platforms.
- Lead and monitor implementation of Sindh Mass Transit Authority style guide for all external and (where appropriate) internal communication materials.
- Contribute to the development and delivery of communication strategies for events, forums and policy submissions.
- Managing contents of Sindh Mass Transit Authority website and social media accounts.
- Keep project teams informed of political economy developments and media conversations that may affect the project's operating environment.
- Maintaining professional and technical knowledge by attending educational workshops, reviewing professional publications, establishing personal networks, and participating in professional societies; and
- Arrange seminars/workshops, etc as and when required.
- Performing other such duties that may be assigned from time to time.

TERMS & CONDITIONS:

WHEREAS the Karachi Urban Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to execute the agreement with above named individual under World Bank Technical operated through Karachi Urban Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh, in accordance with the Legal & Financing Agreement with World Bank and their stated guidelines.

Article #01: Engagement of Services:

Clause # I: Karachi Urban Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to engage the services of Mr.Yawar Nabi as Communication Specialist and he has accepted the offer.

Clause #II: The individual Specialist would be placed at the disposal of Project Director, Karachi Urban Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh.

Clause # III: That above named individual Specialist shall perform his/her duties assigned to him by the Project Director, Karachi Urban Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) (hereinafter called the "Duty Station") from time to time.

Clause # IV: This contractual offer/agreement is purely a consultancy contract on World Bank TA under the approved WB legal and financing agreement clauses with Government of Pakistan. The Specialist is not entitled to any Government benefits like pension, etc at any stage of this contract and even after the expiry of the contract. This consultancy cannot be converted/termed/used for any purpose of regularization on contractual or permanent basis or any kind of government service/ employment.

Article #02: Commencement of Engagement & Duration:

Clause # I: The term of engagement will commence from -- --. The term of this contract agreement is for a period up to -- only (Extendable on mutual and agreed term and conditions as contained in Article 03, Clause II) . No intimation is binding upon Karachi Urban Mobility Project, (Yellow Line BRTS) to inform Specialist about the completion of this contract term, in advance.

Clause # II: In case Specialist is interested to offer his/her services beyond the completion of instant contract term, he/she may put a request in writing at least 45 days but not less than 35 days, prior to the completion of his/her contract term. It is the prerogative of Karachi Urban Mobility Project, (Yellow Line BRTS) PMT to either consider or reject such request without giving any reason thereof. Even in case, any consideration on extension request, if made, it is also subject to annual review assessments, approvals, NOL and availability of TA funds.

Article #03: Remuneration, Annual Performance Review, TA/DA, Leave, Taxation & Stamp Duty:

Clause #I: **Remuneration:**

a) A fix monthly package of Rs. 250,000/- (Two Hundred Fifty Thousand Rupees) lump sum inclusive of all taxes. Incentives including provision of official laptop (subject to need and availability) and Internet facility within the office premises will be provided throughout the agreement period.

b) The Specialist will be responsible to maintain internet facility outside the office premises by him/herself, as he/she is required to attend urgent official assignments in a timely manner. In case official laptop is not provided (due to any reason), the Specialist will him/herself arrange and bear its maintenance & depreciation cost.

c) Effective completion of task(s) from any location outside office even on leave/public holiday(s) shall also be one of factors in determining the efficiency and responsiveness of individual Specialist during annual review assessment.

Clause # II: **Annual performance award and/or annual increment:** Will be subject to satisfactory annual review assessment based on successful deliveries of TORs and Quantifiable deliverables during the contract term and subject to contract extension beyond one year period. The assessment will be conducted by the reporting officer & subsequent authority as well. However, final approvals, NOL and availability of TA Funds are mandatory.

Clause #III: **TA/DA: -** No other facility and claim thereof will be entertained excluding TA/DA for movement on activities/assignments only outside the Karachi station (claim would be equivalent to basic scale 18). But this scale is only mentioned herein for the purpose of calculation of amount and cannot be treated/used in any other references).

Clause IV: **Leave & Attendance:** The individual Specialist may avail of max. 02 days casual leave (not as an entitlement) each month subject to prior approval of the reporting officer. Leave without prior permission will be considered violation of the contract. Leave and Attendance guidelines as per the standards applicable in government business, are applicable to the Specialist during the course of this engagement, along with any amendment made thereof. The track record of leave and attendance shall also be one of the factors under annual assessment review.

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Clause V: **Taxation:** The individual Specialist shall be responsible to pay taxes, duties, fees and other impositions as and when levied on his/her income, falling under this contract, under the laws of Islamic Republic of Pakistan (deductible at source). If any change in taxation policy is announced during the tenure of this contract then the same will be applicable from its effective date. No alteration / revision shall be made in the gross monthly remuneration amount during the contract period on account of change in taxation policy.

Clause VI: **Stamp Duty:** The individual Specialist shall himself arrange the stamp duty papers to the amount equal to applicable government rate, on which this contract will be signed. The amount of duty shall be the total value of the contract i.e. monthly remuneration x duration of instant contract agreement.

Article #04: Termination:

Clause # I: The contract agreement may be terminated without giving any reasons through a written notice of one month by either party; in case of short notice period, one month remuneration will be forfeited.

Clause # II: If an individual Specialist remains unauthorized absent from duty and fails to intimate/ inform his/her reporting officer for more than 5 days his/her contract agreement may be terminated immediately.

Clause # III: Regular non performing individual Specialist in respect to his/her assigned TOR's and Quantified Deliverables is liable to contract termination on immediate effect. And if an individual Specialist commits a misconduct and with impartial enquiry is found guilty, his/her contract can be terminated with immediate effect or his/her term of contract agreement can be reduced from 01 to 03 months depending upon severity of the misconduct.

Clause # IV: During the Terms of Engagement, individual Specialist shall devote required time and attention to the performance of the services and shall at all-time act with diligence and efficiency as and when required. He shall hand over all reports, Drawings, CDs, USBs, email messages or what-ever soft and hard material. Individual shall also return (if any) vehicle, equipment and any given items to Karachi Urban Mobility Project, (Yellow Line BRTS) PMT, upon termination or resignation or expiry of the contract. The clearance and experience certificate will only be issued upon receiving of all issued items in satisfactory condition. Payment of last monthly remuneration (either at termination, resignation, expiry-in case Specialist does not want to continue his/her services beyond stated term of contract or non-extension of the contract agreement) is subject to the issuance of clearance certificate from the reporting officer, and sections respectively.

Clause # V: Individual Specialist will not at any time of the contract term, make official decisions, on behalf of Sindh Mass Transit Authority (SMTA), Government of Sindh unless authorized by the reporting officer/competent authorities.

Clause # VI: The individual Specialist undertakes that no relative under category I and II of W.B staff manual is working or attached with this World Bank program. Specialist also undertakes that in case any such information is found during the contract term, it will be terminated immediately.

Contents of following mentioned clauses are applicable during and even after the completion of the contract term. Any breach/violations made/occurred, will lead to termination of contract with immediate effect and Sindh Mass Transit Authority (SMTA) also reserves the right to initiate legal action against the individual Specialist in accordance with law.

Clause #VII: The individual Specialist acknowledges that all information Karachi Urban Mobility Project, Yellow Line BRTS including this project is proprietary and shall not be shared/ hoisted at any medium, without prior consent of the reporting officer as well as competent authority, with any individual or an entity outside the Transport and Mass Transit Department. And the individual shall also refrain from showcasing /highlighting him/herself at any medium, with any such information/material, which was being collected/visited on official capacity but

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sharing/projecting it for oneself publicity, as if it was carried out in his/her private capacity.

Clause #VIII: The individual Specialist refrain from tempering and manipulating of official record/ data for utilizing it at different forums.

Clause# IX: The individual specialist refrain from leaking official and confidential information to any party/ individual outside Sindh Mass Transit Authority (SMTA).

Clause# X: Individual Specialist refrain from making any public comments against project (s), officers/officials/Specialists of Karachi Urban Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) and all the donor/development agencies.

Clause # XI: The individual Specialist.refrain from using his/her institutional memory against the interest of Government of Sindh, Transport and Mass Transit Department, Karachi Urban Mobility Project, (Yellow Line BRTS) PMT and all the development partners, during and even after the completion of the contract term.

Clause #XII: The individual Specialist is bound to refrain from indulging him/herself in any kind of political or religious activity including support and contributions of funds during performing of official duties.

Clause #XIII: This assignment is purely contract based and in no way individual specialist shall claim for any benefit other than provided in the contract.

IN WITNESS HEREOF, both parties agree to the terms of conditions of this agreement and by signing this it becomes a binding contract.

Karachi,
Dated: ---------------------------

SIGNED BY: ________________________

Full Name and CNIC NO: -------------------------,
(CNIC # -------------------------)

SIGNED BY:

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Mr. Imran Bhatti, Project Director, Karachi Urban Mobility Project, Yellow Line BRTS, Sindh Mass Transit Authority (SMTA), House No.D-43, Shahrah-e-Ghalib, Block-2, Clifton, (near Bilawal Chorangi), Karachi, Pakistan.

WITNESS# 1: **Signature with Name, Designation & CNIC No.**

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WITNESS# 2: **Signature with Name, Designation & CNIC No.**

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implement the Project, rather than setting up an exclusive standalone Project Implementation Unit.

32. **Stakeholder consultation and an effective communication strategy will be critical.** The Project has carried out extensive consultations with all stakeholders, including KMC, KDA, Transport Ittihad, Korangi Association of Trade and Industry (KATI), local administration, Non-Government Organizations (NGO) and others, and will continue stakeholder engagement throughout Project implementation.

III. IMPLEMENTATION ARRANGEMENTS

A. Institutional and Implementation Arrangements

33. **Implementation period of the Project is planned for six and a half (6.5) years (July 2019 to December 2025).**

34. **The Project's Implementation Arrangements cannot be designed in isolation of the existing institutional arrangements in the urban transport sector**. SMTA remains a nascent and understaffed authority, and needs support to be able to plan, design, implement and manage mass transit systems in Karachi and other cities of Sindh. Its organogram shows 69 professional positions, of which only 19 have been filled.

35. **International experience finds that SMTA should focus on defining a policy for transport integration in Sindh, including regulations, strategic planning, and design of mass transit systems.** For this, SMTA shall select staff with the required background who will be further trained to implement these activities throughout the Project lifecycle. SMTA may delegate some of its functions to TransKarachi, especially the management of the operations and maintenance of the mass transit corridors once they are built.

36. **Project oversight will be the responsibility of the SMTA Board.** A separate Project Steering Committee is not envisaged as all concerned stakeholders are already part of the SMTA Board. The Board may co-opt any person as a Member of the Board for any particular purpose, but such person shall not have right of vote. SMTA and Sindh Transport and Mass Transit department will ensure meetings of SMTA Board are held regularly i.e. at least once a month for the first year of Project implementation.

37. **The Project does not envisage a separate standalone Project implementation unit.** An internal Project Management Team (PMT) comprising of existing SMTA staff will be notified and will be supported by management and technical consultants as necessary. This arrangement will allow the Project to build SMTA's capacity, which is not possible with a Project Implementation Unit (PIU) model that is normally staffed with individual consultants. The Project Management Team will consist of staff from the Directorates of Planning, Projects, Bus Operations, ITS and Business Development. The Project Director is expected to be notified before no later than one month after Project effectiveness. SMTA has already started the process of hiring key positions including specialists on Environment, Communications and Gender, and Secretary of Board. Moreover, SMTA plans to continue the recruitment process by onboarding social, procurement, financial and contract management specialists. All the above positions will be filled no later than one month after Project effectiveness. Additional engineering and technical staff will be hired as per requirement before commencement of civil works.

38. **The Project Management Team will receive support from a dedicated infrastructure Project**

Project's objectives; and (b) overall Project performance against Project monitoring indicators. A Mid-Term Review will be undertaken not later than 36 months after Effectiveness to more comprehensively assess implementation progress and set out any measures to ensure continued efficient implementation and the achievement of the PDO by the Project's closing date.

C. Sustainability

45. **The PPP arrangements for the operations and maintenance of the BRT system will ensure sustainability of quality services delivered by private operators.** A Concessionaire will be selected through an international competitive bidding process to finance, operate and maintain bus operation and IITS services and to manage the stations along the Yellow Corridor. The World Bank may also offer a credit enhancement to the prospective bidders for the (Operations and Management) O&M contract in the form of a payment (and/or loan) Guarantee, which will lower the risk and widen the competition, thus contributing to the long-term financial sustainability of the system.

46. **The Project infrastructure will be disaster and climate resilient.** The structures will conform to the relevant codes related to earthquake zoning and will also ensure adequate surface and sub-surface drainage is built into the infrastructure design to cater to any potential flooding. Weather resistant material will be used for the road construction. The paving material will be such that it will withstand extreme weather conditions of heavy rains and high temperatures. The surface material will be specially selected to resist water and prevent it to be washed away. Storm water drainage system will be constructed along the corridor to avoid flooding of the road. The capacity of the drainage system is designed in anticipation with extreme weather conditions predicted under international climate change models for Karachi region to cater for maximum storm water runoff.

47. **The proposed Project will focus on climate change adaptation and mitigation measures and other environmental Co-Benefits.** It will shift road users from polluting transport modes (e.g. old, poorly maintained buses and motorcycles) to lower carbon modes (e.g. cleaner BRT buses and non-motorized transport) and ensure better traffic flow, and use climate-resistant material for road construction, an appropriate drainage system and incorporate features at Stations to attenuate heat waves. It will also reconstruct the existing Jam Sadiq bridge crossing the Malir river and will construct a new one parallel to it doubling the road link's capacity. Similarly, it will reconstruct the southern side of the Kala-Pull bridge.

48. **A storm water drainage system will be constructed for the underpasses.** The underpass roads will be sloped to collect water at grates that will lead to the drainage pipe and collection pits. Submersible pumps will be installed at the collection pits to discharge storm water to the nearby storm water drain network. A set of submersible pumps will also be added to serve as backup pumps. The capacity and the number of collection pits and submersible pumps will be computed based on extreme weather conditions predicted under international climate change models for Karachi region. Generators will be installed at each underpass as a power backup for the submersible pumps because of power outage issues during rainy season.

49. **The Project is also ensuring institutional sustainability by building capacity within the SMTA.** The Project will be implemented through SMTA's staff, rather than setting up a separate Project implementation unit. This will ensure long term ability of SMTA to implement and manage other mass transit Projects in Karachi and other cities in Sindh.

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Procurement and Contract Management Specialist (PCMS)

BACKGROUND

Sindh Mass Transit Authority (SMTA) was established in October 2016 under the Sindh Mass Transit Authority Act, 2014. The Authority was created with the purpose of planning, developing, operating, maintaining and regulating mass transit systems in the Province of Sindh. Its core function is to provide safe, efficient, affordable, sustainable and reliable mass transit systems.

SMTA will embark on the implementation of the Karachi Mobility Project (KMP) with financing support from the World Bank. KMP includes primarily the construction of a BRT corridor along Korangi Road (Yellow BRT Corridor). The Corridor connects Karachi's southeast suburbs, characterized by dense industrial and residential land uses, with the city's central business district with thriving and dynamic commercial, institutional, cultural, and religious activities.

The SMTA intends to recruit a Procurement and Contract Management Specialist (PCMS) to lead the Procurement aspects of KMP as part of its Project Management Team (PMT). The PMT will consist of appropriate experts to effectively manage and implement the project. A Project Director (PD) will be appointed to lead the PMT. The PCMS will report to the PD - KMP (Yellow BRT Corridor Project).

KEY RESPONSIBILITIES

The responsibilities of this assignment is to lead the procurement and contract management activities being undertaken by the SMTA for the Yellow BRT Corridor with the responsibility for ensuring compliance to the World Bank Procurement Regulations.

PCMS will be responsible for providing commercial and contractual advice and coordination of technical advice for all the project contracts. The person will be responsible for overall coordination of the identified procurements, suggesting best strategy for the new activities based on six monthly review of the project progress, and update of the Project Procurement Strategy Document (PPSD). PCMS would assist PMT (Yellow Corridor) in developing the Procurement Documents (EOIs, RFBs, RFPs, etc.) for various contracts, and review the bidding documents provided by the consulting firms, and support the the evaluations, award and contract implementation.

A consulting firm will be hired for detailed design, and supervision of works contracts including providing procurement support (preparation of bidding documents) and will also support SMTA during the bids/proposal evaluation process. The selected PCMS will also work very closely with this consulting firm during the assignment period.

KEY TASKS

The PCMS will lead the Procurement team of PMT at SMTA in setting up a procurement plan and systems for the Yellow Corridor Project. The Procurement Specialist will provide "learning by doing" mode training to procurement staff of SMTA. The Specialist will also provide guidance to the PMT on all procurement and contract management related activities.

The PCMS shall be responsible for the project on the aspects but not limiting to the following which are directly related with procurement and contract management of Yellow Corridor BRT System:

- Strengthen the procurement and contract management performance of the SMTA in the preparation of the procurement documents and contracts;
- Coordinate with PD and PMT to update procurement plan every six months, for activities, estimated costs, timelines and procurement methods;
- Updating the Procurement Plans as and when an action is completed through STEP (systematic tracking of exchanges in procurement) which is a web-based procurement planning and monitoring system;
- Review and update of PPSD as and when required;
- Take lead in preparing contract management plans of all the contracts;
- Advice the PD on various contractual matters;
- Oversee the contractual correspondences of the PMT;
- Guiding the PMT so that actions are made in compliance with the relevant contract agreements, stipulations, documents and international standards, on timely manner;
- Ensure procurement and contract management processes are carried out in compliance with the Financing Agreement, Project Agreement and the applicable World Bank Procurement Regulations;
- Coordinate with PMT in preparing an overall project management plan and its constant update;
- Advise procurement unit in the context of contractual clauses in the various bidding documents, following the applicable Bank Regulations;
- Participating in bid/proposal opening and evaluation process;
- Advise PMT with reference to project and contract management in developing various documents;
- Take leading role in preparing procurement documents;
- Take leading roles in processing the procurement steps (shortlisting, evaluation for various consultancy assignments, evaluation of bids/proposals etc.);
- Review and advice on the various procurement documents prepared by consulting;
- Participate in pre-proposal conferences, pre-bid conference, bid/proposal openings, evaluations, negotiations and contract award;
- To maximize efficiency of procurement cycle by providing strategic expert advice and implementing necessary controls ensuring transparency cost effectiveness and soundness of all procurements carried out under the project;
- Assist various audit/ex-post review outfits in performance of their tasks by ensuring that procurement documents are efficiently filed and provide complete track of procurement cycle;
- Support the development of overall project management plan for the Yellow BRT Corridor;

- Develop contract management SOPs for the various works, goods and consultancy contracts.
- Develop contract management plan for each contract with roles and responsibilities, contract management sheets, risks and milestones etc.
- Raise red flags to the PD and the PMT whenever contractual delays are observed and suggest solutions.
- Review contractors' workplans and the resource (staff, labor, machinery/equipment, material etc.) deployment plans and comment on its workability;
- Facilitate discussions between PMT, consultant/s and contractors with a view to achieve closure on divergent interpretation of contractual clauses;
- Act as a focal person on behalf of PMT for contract administration issues that may accrue liabilities for the project;
- Monitor progress of contracts implementation to ensure that it abides by the stipulated standards, procedures and planned timetable;
- Support preparation of end of proceedings report for PMT after every claim incident. Such report(s) shall be drafted professionally and would facilitate any audit or other reviews;
- Any other relevant task assigned by the Project Director.

POSITION REQUIREMENTS

QUALIFICATION

Bachelor's degree in Engineering preferably in Civil Engineering. Post graduate diploma or MSc degree in a relevant discipline will be an added advantage;

EXPERIENCE

At least fifteen (15) years' practical experience in Procurement and Contract Administration after acquiring the stipulated qualification;

CORE COMPETENCIES

- A strong leader with excellent skills in management and working under pressure to deliver results.
- Excellent relationship and stakeholder management and negotiation and influencing skills, and the ability to work in collaboration with colleagues, contractors and stakeholders across organizational boundaries to ensure project deliverables;

- Build and influence value added relationships with diverse internal and external partners and stakeholder to achieve corporate wide objectives
- Proven track record of leading a Procurement and Contract Administration team on major infrastructure projects.
- Strong knowledge of principles and practices of Procurement and Contract Administration.
- Knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies.
- Strong knowledge of methods, techniques, and practices used in workforce training.
- Research, interpret and apply technical information to prepare clear and concise management reports; apply logical supporting information to justify decisions and recommendations.
- Work with diverse groups to achieve desired results.
- Establish and maintain cooperative relations with others.

- Excellent written and communications skills computer skills including MS Office (Word, Excel and PowerPoint). MS Project or any other project management tool will be considered as extra benefit.

Finance Manager

BACKGROUND

Sindh Mass Transit Authority (SMTA) was established in October 2016 under the Sindh Mass Transit Authority Act, 2014. The Authority was created with the purpose of planning, developing, operating, maintaining and regulating mass transit systems in the Province of Sindh. Its core function is to provide safe, efficient, affordable, sustainable and reliable mass transit systems.

SMTA will embark on the implementation of the Karachi Mobility Project (KMP) with financing support from the World Bank. KMP includes primarily the construction of a BRT corridor along Korangi Road (Yellow BRT Corridor). The Corridor connects Karachi's southeast suburbs, characterized by dense industrial and residential land uses, with the city's central business district with thriving and dynamic commercial, institutional, cultural, and religious activities.

SMTA intends to recruit a Finance Manager to lead the Financial Management aspects of KMP as part of its Project Management Team (PMT). The PMT will consist of appropriate experts to effectively manage and implement the Project. A Project Director (PD) will be appointed to lead the PMT. The Finance Manager will report to the PD -KMP (Yellow BRT Corridor Project)

KEY RESPONSIBILITIES

General Management and Leadership

- Liaise with internal SMTA staff and the World Bank on all aspects of project's financial management.
- Conduct trainings for the project staff and other relevant government officials on the importance of financial management and educating staff on financial responsibilities.
- Keep abreast the Project Director with the latest developments and issues in project's financial management and provide suggestion to the best possible option.
- Assist the Procurement Specialist in designing job descriptions for staff in Finance team and selection of suitable applicants, when needed.
- Open (when needed), maintain and be joint signatory of assignment account (s) in accordance with revolving fund account procedures issued by Ministry of Finance (Finance Division), Federal Government, as adopted by Government of Sindh.
- Liaise with Director General Audit Sindh, to timely conduct financial statements audit of the project

Budgeting and Planning

- Assist Project Director in preparation of annual work plans; and based on which prepare annual Cash Plans.
- Assist Project Director, by all means, in the approval of annual work plan from the Project Steering Committee.
- Upload annual budget on National FMIS/ SAP; compare actual performance against the budget and underline weak performing areas for attention of Project Director.

- Prepare annual, quarterly and semi-annually disbursement forecasts for all components of the project in line with project's procurement plan and Work Plan/Cash Plan.

Funds Management

- Prepare request for authorization of signatories to sign Withdrawal Applications, IFR and/or correspond with the World Bank. Ensure confirmation in this regard is received from the World Bank.
- Prepare realistic cash forecasts on quarterly basis in coordination with the project team and submit to the World Bank for advance and replenishment of advance, once allowed.
- Prepare and process withdrawal application in accordance with the Bank's Disbursement Guidelines for drawing funds from the assignment account(s) opened for the project
- Track funds and follow up with National Bank of Pakistan and the World Bank to ensure timely credit of funds into the project's assignment account(s).

Expenditure/Payment Processing

- Ensure compliance with internal control framework of the government and the respective rules and procedures while processing payments.
- Analyze, plan, design, implement, and monitor a system to augment internal controls in line with best practices in the process of payment and expenditure management.
- Apply pre-audit checks on all payments before payment from the assignment account(s) including budget availability, sanction of competent authority and compliance with applicable financial rules & regulations.
- Ensure that No Objection Letter (NOL) is obtained from the Bank for every prior review activity before processing any payment.
- Prepare request for payment and forward to Project Director for approval after fulfilling all codal formalities.
- Ensure that only eligible payments are forwarded Project Director's approval and drawing funds from the assignment account.
- Manage financial aspects of the contracts under implementation, including payment terms, purchase orders and variation orders.

Accounting and Record Management

- Record all transactions timely and accurately in the books of accounts *(both in Pak Rupees and US$*) and ensure that no expenditure remained unaccounted.
- Maintain accounts on cash basis as per government accounting procedure i.e. New Accounting Model.
- Maintain PIFRA SAP R/3 (National FMIS) software to be implemented at the project.
- Oversee the process of entering transaction level data in National FMIS.
- Ensure up-to-date maintenance of adequate registers, books of accounts and records in appropriate order and format to meet the government and World Bank's requirements and to facilitate classification and analyzing the financial information for monitoring the project progress.
- Prepare supplementary record, which provides timely and up-to-date financial information of contracts.
- Maintain imprest /petty cash account (where applicable) and ensure maintenance of separate petty cash book and petty cash vouchers in compliance with petty cash SOPs as approved by the government from time to time.

- Prepare monthly bank reconciliation statements of assignment account both in Pak Rupee and US$.
- Reconcile the expenditure on government prescribed format with the office of Accountant General on monthly basis.
- Be the payroll manager and process monthly payroll of project employees. Ensure proper payroll controls are applied and the payments are made directly in the Bank accounts.
- Prepare and process monthly project payroll and submit to Project Director for approval prior to making any payment under salaries.
- Ensure that the fixed assets records are maintained for the project identifying location and user of each asset and arrange for the annual and periodical inventory of the assets and updating the records.
- Ensure safe custody of all financial records for review by Bank Missions, third party monitoring agents; and external & internal auditors.
- Prepare Budget Execution Reports for Eligible Expenditure Programs.
- Track expenditure incurred by Local Councils on eligible investments from PBGs for reporting to World Bank.

Financial Reporting

- Track expenditure incurred by Local Councils on eligible investments from PBGs for reporting to World Bank.
- Prepare quarterly financial reports and submit to Project Director and Bank in a timely fashion for review and approval.
- Generate financial reports from National FMIS that includes information on budget execution under Eligible Expenditure Programs and the Technical Assistance Component.
- Ensure that annual financial statements and other monthly and quarterly reports as specified under the Financing Agreement and as per recommended/suggested by Bank supervision missions are accurately prepared and timely submitted – annual financial statements to be prepared in accordance with Cash Basis IPSAS 'Financial Reporting under Cash Basis of Accounting'.
- Prepare annual financial statements as per Cash Basis IPSAS and submit to the Auditors within two months of the close of the financial year.
- Define and produce other financial reports, as and where required on utilization of funds to facilitate Project Director in decision-making process.
- Ensure that all government financial reporting requirements are complied with:
    a. specifically monthly financial reports to AG Office and regular/ timely reporting in SAP.
    b. Schedule of Cheque to be prepared, submitted to Project Director for sign off and onward submission to NBP and following up on outstanding/ un-cleared cheque
    c. Statement of Receipts and Payment as per CoA prepared and submitted to Project Director.
    d. Prepare Grant Disbursement Estimates (Budget and Revised) on EAD format and submit to Project Director for onward submission to EAD on annual basis.

Audit

- Make arrangements for timely initiation and completion audit of project and ensure that report produced is in compliance with audit requirements of the Government and the World Bank.

- Ensure that the project is adequately reflected in audit plan of internal auditors and that internal audit is periodically conducted in accordance with the internal audit plan. Liaison as focal person for conducting internal audit activity.
- Cooperating with World Bank, Government and other partners to improve project financial management, particularly in terms of following up the action points agreed in the project legal documents, during the World Bank supervision missions, Aide Memoires and the recommendations of external auditors and internal auditors.
- Attend entry and exit meetings with external auditors, facilitate timely completion of audits by arranging timely submission of annual financial statement in appropriate format, supply of information and documents responding to queries, initiate actions for holding tripartite meetings and coordinating with various units of project office in settling audit observations.
- Prepare working papers on audit observations raised by external auditors and arrange to convene Departmental Accounts Committee (DAC) meeting to settle the audit observations to the extent legally and logically possible.

POSITION REQUIREMENTS

QUALIFICATION

- A civil servant from Pakistan Audit and Accounts Service (PAAS), FPOE (Final passing Out Exam) qualified from the Department of Auditor General of Pakistan and serving in BPS-18-19. Holding of MBA (Finance) degree, Master's Degree in Accounting and Finance, or MS Finance, or a M. Com will be accorded due weightage or a Chartered Accountant from private sector

EXPERIENCE

- 8 years' relevant experience in financial management, audit or accounts, after acquiring stipulated qualifications.
- Good communication skill and have experience of working with Finance Department/Division, Auditor General of Pakistan Office, Office of Accountant General and Planning Department/Commission.
- Prior experience of working in donor funded and public sector projects will be accorded due weightage.
- Demonstrated Computer Skill (Proficiency in using computer desktop application MS Office (Word, Excel, and Power Point).

CORE COMPETENCIES

- **People Skills:** Ability to work independently and as a team player who demonstrates leadership and is able to support and train staff.
- **Communication Skills:** Well developed written and oral communication skills.
- **Resilience/Adaptability and flexibility:** Ability to operate effectively under extreme circumstances and stress. Works and lives with a flexible, adaptable and resilient manner.
- **Work style:** Is well planned and organized even within a fluid working environment and has a capacity for initiative and decision making with competent analytical and problem-solving skills.
- **Knowledge and skills**: knowledge of government and the Bank policies and procedures
- Command on English is mandatory and working knowledge of Urdu is desirable

TORs for Social Development Specialist

SINDH MASS TRANSIT AUTHORITY

The social development specialist will operate within the Sindh Mass Transit Authority and will be responsible for all social development aspects, e.g. social safeguards (resettlement and rehabilitation), stakeholder/community engagement, and grievance redress of SMTA's infrastructure development projects (including those supported by international financial institutions (IFIs)) and other operations and programs. The responsibility includes developing risk assessments and regulatory compliance programs, monitoring processes; conducting related training activities; and coordinating with relevant stakeholders to ensure compliance with applicable laws and regulations.

KEY RESPONSABILITIES

The social development specialist will identify potential social risks associated with SMTA projects and formulate frameworks/strategies, management and supervision plans to avoid and/or mitigate identified social impacts and manage the social risks. The specialist will also identify opportunities, and influence the design, implementation, and supervision of SMTA projects and operations to enhance social benefits for directly affected persons, stakeholders and communities (including vulnerable and marginalized groups), and the wider body of citizens.

More specifically, the primary responsibility of the specialist will include:

- providing oversight on the compliance of the social safeguards policies in project preparation and implementation;
- to periodically review and assess the effectiveness of the activities implemented and their outcomes and impacts as well as compliance with national and international standards and social safeguards instruments, and
- providing recommendations and advise SMTA on measures to enhance the effectiveness of the project implementation and achievement of the project development objectives through appropriately addressing the social issues of the project.
- Preparing internal social guidelines for the preparation, implementation, monitoring and reporting of d social documents required by various safeguards instruments;
- Reviewing relevant safeguards documents, such as Social Impact Assessments, Livelihood Rehabilitation plan, prepared by consultants to ensure compliance with relevant safeguards policies of the government of Pakistan and various international finance institutions including the World Bank;
- Providing recommendations to SMTA accordingly and make necessary changes prior to submission of relevant safeguard instruments to the World Bank and other international finance institutions – ensure consistency in the level of proficiency and presentation of the documentation;

- Supporting SMTA in the review of documentation pertaining to social safeguards compliance (including bidding documents, reviews on-site, reports from contractors etc) during project implementation;
- Conducting audits in matters pertaining to timely payments, provision of temporary measures to affected persons;
- Contribute to project progress reports pertaining to overall implementation of environmental and social requirements of the project;
- Coordinating and facilitating the work of consultants engaged to carry out social impact assessments and social management planning and monitoring of safeguards instruments implementation;
- Organising the technical aspects of workshops and meetings as required as needed for preparation and implementation of social management plan;
- Preparing training materials, and conducting technical training workshops to SMTA staff and project implementation agencies on social safeguards requirements;
- Undertaking field visits to ascertain if the grievance redress mechanisms established for the project are functioning appropriately and the individual projects are implemented in an environmentally and social sustainable manner;
- Collation of appropriate performance and monitoring indicators to input into the Monitoring and Evaluation (M&E) Framework of the project;
- Prepare quarterly progress reports including those required for submission to international finance institutions (if applicable) and other stakeholders as defined in relevant social risk management/social safeguards frameworks and plans;
- Perform other such duties that may be assigned from time to time.

POSITION REQUIREMENTS

QUALIFICATION

- Graduate degree in social sciences (e.g. development studies, sociology, human geography, anthropology) from a recognized university.

EXPERIENCE

- at least 10 years of experience in community engagement, planning, implementation and management of resettlement activities, and complaints resolution/grievance redress management. Experience in the preparation of, or assisting in the preparation of, at least 5 resettlement plans for infrastructure projects. Experience in urban settings would be an advantage.

- Strong knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies such as those pertaining to land acquisition and resettlement, labour management and protection, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups.

- Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.)

CORE COMPETENCIES

- Strong knowledge of methods, techniques, and practices for community consultation and engagement.
- Knowledge of methods, techniques, and practices for grievance redress and management of grievance redress systems
- Research, interpret and apply technical information to prepare clear and concise management reports; apply logical supporting information to justify decisions and recommendations.
- Work with diverse groups to achieve desired results.
- Establish and maintain cooperative relations with others.

ToRs for Gender Specialist, SMTA

SINDH MASS TRANSIT AUTHORITY

The Gender Specialist will be responsible to ensure gender integration and social inclusion is effectively considered in all projects implemented by Sindh Mass Transit Authority. He/ She will develop methodologies in a manner that is culturally sensitive and results-oriented. He/she will also work with all stakeholders to ensure gender integration and social inclusion is applied to the project design and activities, as well as the organizational structure.

KEY RESPONSIBILITIES

The major areas of responsibility for the Gender Specialist includes:

- Develop, Coordinate and support the Sindh Mass Transit Authority team in establishing and implementing gender-sensitive monitoring, evaluation, learning and reporting systems. Work closely with the stakeholders to develop the data collection and analysis tools for the baseline assessment to guarantee gender and social inclusion considerations.
- Draft Gender Action Plan (GAP) for the yellow line project implementation and SMTA institutional strengthening with timelines and milestones.
- Facilitate to implement the action plans and undertake capacity strengthening activities on gender for SMTA in line with Gender Action Plan (GAP) .
- Support the organization of yearly rapid ridership survey, which provides sex disaggregated data (as per provision in the KP Urban Mass Transit Act 2016).
- Support the organization of benchmark and post implementation satisfaction surveys with male and female passengers, including the elderly, people with disability, and minorities such as transgender. Compare surveys and identify successes and problems (as per provision in the KP Urban Mass Transit Act 2016).
- Conduct impact study of the use of the BRT for women, people with disabilities, elderly and other vulnerable and minority groups (as per provision in the KP Urban Mass Transit Act 2016).
- Conduct training for GAP implementation and gender policy for PIU staff.
- Support the implementation of gender responsive recruitment strategies to hire women staff for Sindh Mass Transit Authority, including new graduates, and people from vulnerable and minority groups including transgender.
- Design and implement a special initiative to recruit and provide training to women as drivers and bus conductors to have the skills to operate BRT buses. Repeat special initiative each year to reach target.
- Conduct public campaigns on the quality and safety of the BRT system, encouraging the public, especially women, to use it.
- Conduct public campaign to raise awareness about safety and security, gender-based violence, including all forms of harassment against women, elderly, children, persons with disability, and minorities such as transgender and people of other ethnic or religious backgrounds. Coordinate with local NGOs with similar concerns and outreach activities.
- Coordinate with Public (including Women Development Department and Sindh Commission on the Status of Women) and Private Sector entities to support women's access to economic opportunities especially through yellow line project. Explore options of identifying women owned enterprises

through partners' support and encouraging them to start/extend their businesses across different Corridors in Karachi including yellow Corridor project.

- Conduct Gender (including gender-based violence) trainings and follow up sessions for bus drivers and conductors operating on different BRT routes especially yellow line.
- Train staff with direct passenger interaction (e.g. station staff, ticket staff, bus drivers, guards) on passenger management on stations and buses, priority passengers and the timely and proper handling of sexual harassment and other crimes that threaten women passengers' security.
- Support the development of campaign messages on sexual harassment on transport, facilitate in designing messages to be displayed in buses and bus stops on BRT routes especially on yellow Corridor.
- Support and guide the GBV service provider in establishing a GBV grievance redress mechanism and promote grievance/complaints and compliments procedures as part of customer service to deal confidentially with GBV complaints including harassment from women and girls, boys, minorities etc.
- Participate in regular meetings organized by GBV Service Provider.
- Establish system of recording instances of harassment of any passenger/or any other GBV incident on yellow corridor, whether reported, observed or directly experienced, and its location & actions taken against offenders/how it was resolved.
- Any other task relevant to the position and as per requirement.

POSITION REQUIREMENTS

QUALIFICATION

- Master's Degree in Social Sciences, Gender and Development or Women's Studies, Management or related field.
- Specialized Training – Gender Awareness/Sensitization, Gender Based Violence, Community Engagement, Strategies Development or any other skills considered relevant for the position.
- Active affiliations – Membership of Recognised Industry or Professional Organisations.

EXPERIENCE

- At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.

CORE COMPETENCIES

- Promotes sharing of knowledge and experience, and actively works towards continued personal learning and development;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Good practical knowledge of inter-disciplinary development issues;
- Ability to go beyond established procedures and models, propose new approaches which expand the range of projects;

- Builds strong relationships with all stakeholders, focuses on impact and results and responds positively to critical feedback;
- Consistently approaches work with energy and a positive, constructive attitude;
- Remains calm, in control and good humoured even under pressure;
- Proven networking, team building, organizational and communication skills;
- Ability to work in a multi-cultural team environment with a positive attitude;

Environment Specialist

SINDH MASS TRANSIT AUTHORITY

The Safety, Health, Environment and Quality (SHE&Q) Specialist recommends resolutions to problems of moderate complexity in the, safety, health, environment and quality of relevance to the SMTA, its staff and ongoing operations of the Declared Project. The responsibility includes developing risk assessments and regulatory compliance programs, monitoring processes; conducting related training activities; and coordinating with relevant stakeholders to ensure compliance with applicable laws and regulations. It also includes the monitoring of the performance of SMTA and its Projects to ensure compliance with the programs as prepared and approved by the Board or the Managing Director.

KEY RESPONSIBILITIES

The SHE&Q Specialist will identify potential risks related to Safety, Health, Environment and Quality of the Sindh Mass Transit Authority Office and Projects it is managing and formulate strategies for rectification to ensure that the Declared Project is a safe and hazard free service for all citizens.

The SHE&Q will have the overall responsibility for ensuring SMTA's operations and development projects comply will all applicable federal and provincial laws and regulations, and environmental policies and standards the respective development partners that may finance or otherwise support these operations and projects.

KEY TASKS

- Serve as a focal person for the continuous improvement of comprehensive Environmental Health, Safety, Health, Environment and quality processes, procedures and programs; effectively communicate challenges, successes, and areas of concern with management when potential hazards and risks are identified in all areas of the BRT Corridors.
- Serve as a technical expert to advise, management and supervisors on the best methods to resolve SHE&Q concerns including engineering controls, administrative, and personal protective equipment.
- Evaluate and analyse trends, barriers to performance of safe work and root causes of accidents on bus stations, pedestrian crossings, bus routes, bus stops; develop action plans to control or eliminate organizational barriers and/or hazards in the workplace and corridor.
- Conduct workplace audits and inspections to identify and alleviate environmental factors and stresses affecting or potentially affecting the health and safety of employees; conduct ergonomic or other specific assessments; recommend equipment, procedures, assignments or other actions to alleviate identified problems or concerns.
- Plans, develops and conducts safety, occupational health and related training activities; attends or facilitates meetings to discuss safety concerns and practices; advises Company department managers and supervisors on appropriate handling of safety or health situations.

- Interpret new regulations, determine their applicability to Sindh Mass Transit Authority Office and the Declared Project and devise strategies and procedures for compliance.
- Prepare audit and supporting management reports and correspondence related to SHE&Q program evaluation and performance measures; oversee the maintenance of required records and reports for Company reporting purposes.
- Introduce and effectively implement campaigns for the prevention and reduction of accidents and injuries, as well as for environmental protection.
- Facilitate and coordinate the preparation, approval and implementation of Environmental Impact Assessments (EIAs), Environmental Management Plans (EMPs), Environmental Audits and other environmental, health and safety due diligence documents as required.
- Serve as the interlocutor between the SMTA and the Sindh EPA and other environmental regulatory agencies at the federal and provincial level on the areas of your responsibility.
- Lead and organize meaningful and participatory stakeholder consultations on behalf of SMTA as required for all operations and development projects.
- Ensure the EMPs, health, safety plans and requirements are fully incorporated and embedded in bidding documents and civil works contracts as appropriate to ensure these requirements are fully costed, budgeted for and implemented during construction.
- Perform other such duties that may be assigned from time to time.

POSITION REQUIREMENTS

QUALIFICATION

- Minimum Bachelor's degree in engineering, Environmental Sciences, Health Sciences or a related field from a recognized university.
- Preferable Master's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Foreign qualification will be considered an added advantage.
- Specialized Training – ISO 9001-2015, Quality Management Systems, ISO-14001, Occupational Health & Safety, ISO-22000, Quality Assurance, or any other skills considered relevant for the position.
- Active affiliations – Membership of recognised Industry or Professional Organisations.

EXPERIENCE

- At least 5 years of post-qualification relevant experience in Strategic Quality, Environment, Health and Safety, planning/designing, implementing, training, monitoring and evaluating SHE&Q related activities. Relevant International work experience will be considered an added advantage. Experience in Environmental Impact Assessments and Environmental Management Plans is an advantage.

CORE COMPETENCIES

- Strong knowledge of principles and practices of corporate sector SHE&Q program management and administration.
- Knowledge of Federal, Provincial, and local laws, standards, regulations, and policies pertaining to environmental health and safety.
- Strong knowledge of methods, techniques, and practices used in workforce training.
- Ability to identify unsafe working conditions and practices through on-site inspections.
- Ability to conduct accident and injury investigations and to undertake environmental health investigations and mitigation programs.
- Research, interpret and apply technical information to prepare clear and concise management reports; apply logical supporting information to justify decisions and recommendations.
- Work with diverse groups to achieve desired results.
- Establish and maintain cooperative relations with others.

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TORs for Communication Specialist

SINDH MASS TRANSIT AUTHORITY

The Communication specialist will be responsible for all communication and public relations activities and will provide strategic advice and support regarding media, relation with public and clients and corporate communication.

KEY RESPONSIBILITIES

The major areas of responsibility for the Communication Specialist includes:

- Ensure that Sindh Mass Transit Authority communications are effective, targeted and credible internally and externally to its staff, public transport users, government departments and its stakeholders;
- Developing and implementing strategies for Sindh Mass Transit Authority and to raise Sindh Mass Transit Authority media profile;
- Create content to support Sindh Mass Transit Authority business objectives;
- Strengthen Sindh Mass Transit Authority role as a trusted voice on providing first class transport services; and
- Deliver on Sindh Mass Transit Authority emerging communications needs and requirements.
- Coordinate with Communications personnel of similar projects to learn from their experiences and draw synergies. Keep regular contact with Communications personnel from Wrold Bank's Karachi-focused projects to ensure that the messaging is consistent and aligned with the Karachi Transformative Strategy.

KEY TASKS

- Identifying all major stakeholders related to the system and maintaining a contact directory;
- Preparing, implementing and evaluating Sindh Mass Transit Authority communications strategy;
- Developing and articulating the key messages related to the system;
- Preparing outreach materials to communicate key system messages with different stakeholders, including the news media, public transport users, and the public;
- Managing and directing information sessions with the key stakeholder groups;
- Preparing and disseminating press releases;
- Prepare communication materials including the Sindh Mass Transit Authority monthly newsletter, sector bulletins, brochures and promotional material;
- Lead and monitor implementation of Sindh Mass Transit Authority style guide for all external and (where appropriate) internal communications materials;
- Contribute to the development and delivery of communication strategies for events, forums and policy submissions;
- Managing contents of Sindh Mass Transit Authority website and social media accounts;

- Keep project teams informed of political economy developments and media conversations that may affect the project's operating environment;
- Maintaining professional and technical knowledge by attending educational workshops, reviewing professional publications, establishing personal networks, and participating in professional societies; and
- Performing other such duties that may be assigned from time to time.

POSITION REQUIREMENTS

QUALIFICATION

- Master's degree in Communications, Journalism, Public Relations, Marketing, Business or related field from a recognized university.
- Foreign qualification will be considered an added advantage.
- Specialized Training – communication, journalism, mass media, public relations, IT, planning, strategies or any other skills considered relevant for the position.
- Active affiliations – membership of recognised Industry or Professional Organisations.

EXPERIENCE

- At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable. Relevant International work experience will be considered an added advantage.

CORE COMPETENCIES

- Demonstrated experience of preparing and implementing of communication strategies, newsletter, sector bulletins, brochures and promotional material
- Extensive experience of Public Relations in a large organisation including experience of securing media coverage.
- Experience of managing web site and social media as an effective tool for communication for an organisation.
- Ability to handle media queries and respond accordingly.
- Ability to deal politely and tactfully with colleagues and stakeholders.
- Experience of working under pressure and to tight deadlines within a team environment.
- Well-presented and business-like.

TORs for Communication Specialist

SINDH MASS TRANSIT AUTHORITY

Sindh Mass Transit Authority (SMTA) was established in October 2016 under the Sindh Mass Transit Authority Act, 2014. The Authority was created with the purpose of planning, developing, operating, maintaining and regulating mass transit systems in the Province of Sindh. Its core function is to provide safe, efficient, affordable, sustainable and reliable mass transit systems.

SMTA will embark on the implementation of the Karachi Mobility Project (KMP) with financing support from the World Bank. KMP includes primarily the construction of a BRT corridor along Korangi Road (Yellow BRT Corridor). The Corridor connects Karachi's southeast suburbs, characterized by dense industrial and residential land uses, with the city's central business district with thriving and dynamic commercial, institutional, cultural, and religious activities.

SMTA intends to recruit a Communication Specialist to lead the Communication aspects of KMP as part of its Project Management Team (PMT). The PMT will consist of appropriate experts to effectively manage and implement the Project. A Project Director (PD) will lead the PMT. The Communication Specialist will report to the PD -KMP (Yellow BRT Corridor Project)

The Communication specialist will be responsible for all communication and public relations activities and will provide strategic advice and support regarding media, relation with public and clients and corporate communication.

KEY RESPONSIBILITIES

The major areas of responsibility for the Communication Specialist includes:

- Ensure that Sindh Mass Transit Authority communications are effective, targeted and credible internally and externally to its staff, public transport users, government departments and its stakeholders;
- Developing and implementing strategies for Sindh Mass Transit Authority and to raise Sindh Mass Transit Authority media profile;
- Create content to support Sindh Mass Transit Authority business objectives;
- Strengthen Sindh Mass Transit Authority role as a trusted voice on providing first class transport services; and
- Deliver on Sindh Mass Transit Authority emerging communications needs and requirements.
- Coordinate with Communications personnel of similar projects to learn from their experiences and draw synergies. Keep regular contact with Communications personnel from World Bank's Karachi-focused projects to ensure that the messaging is consistent and aligned with the Karachi Transformative Strategy.

- Identifying all major stakeholders related to the system and maintaining a contact directory;
- Preparing, implementing and evaluating Sindh Mass Transit Authority communications strategy;
- Developing and articulating the key messages related to the system;
- Preparing outreach materials to communicate key system messages with different stakeholders, including the news media, public transport users, and the public;
- Managing and directing information sessions with the key stakeholder groups;
- Preparing and disseminating press releases;
- Prepare communication materials including the Sindh Mass Transit Authority sector bulletins, brochures and promotional material in print as well as on various social media platforms;
- Lead and monitor implementation of Sindh Mass Transit Authority style guide for all external and (where appropriate) internal communications materials;
- Contribute to the development and delivery of communication strategies for events, forums and policy submissions;
- Managing contents of Sindh Mass Transit Authority website and social media accounts;
- Keep project teams informed of political economy developments and media conversations that may affect the project's operating environment;
- Maintaining professional and technical knowledge by attending educational workshops, reviewing professional publications, establishing personal networks, and participating in professional societies; and
- Performing other such duties that may be assigned from time to time.

POSITION REQUIREMENTS

QUALIFICATION

- Master's degree in Communications, Journalism, Public Relations, Marketing, Business or related field from a recognized university.
- Foreign qualification will be considered an added advantage.
- Specialized Training – communication, journalism, mass media, public relations, IT, planning, strategies or any other skills considered relevant for the position.
- Active affiliations – membership of recognised Industry or Professional Organisations.

EXPERIENCE

- At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable. Relevant International work experience will be considered an added advantage.

CORE COMPETENCIES

- Demonstrated experience of preparing and implementing of communication strategies, newsletter, sector bulletins, brochures and promotional material
- Extensive experience of Public Relations in a large organisation including experience of securing media coverage.

- Experience of managing web site and social media as an effective tool for communication for an organisation.
- Ability to handle media queries and respond accordingly.
- Ability to deal politely and tactfully with colleagues and stakeholders.
- Experience of working under pressure and to tight deadlines within a team environment.
- Well-presented and business-like.

Finance Manager

BACKGROUND

Sindh Mass Transit Authority (SMTA) was established in October 2016 under the Sindh Mass Transit Authority Act, 2014. The Authority was created with the purpose of planning, developing, operating, maintaining and regulating mass transit systems in the Province of Sindh. Its core function is to provide safe, efficient, affordable, sustainable and reliable mass transit systems.

SMTA will embark on the implementation of the Karachi Mobility Project (KMP) with financing support from the World Bank. KMP includes primarily the construction of a BRT corridor along Korangi Road (Yellow BRT Corridor). The Corridor connects Karachi's southeast suburbs, characterized by dense industrial and residential land uses, with the city's central business district with thriving and dynamic commercial, institutional, cultural, and religious activities.

SMTA intends to recruit a Finance Manager to lead the Financial Management aspects of KMP as part of its Project Management Team (PMT). The PMT will consist of appropriate experts to effectively manage and implement the Project. A Project Director (PD) will be appointed to lead the PMT. The Finance Manager will report to the PD -KMP (Yellow BRT Corridor Project)

KEY RESPONSIBILITIES

General Management and Leadership

- Liaise with internal SMTA staff and the World Bank on all aspects of project's financial management.
- Conduct trainings for the project staff and other relevant government officials on the importance of financial management and educating staff on financial responsibilities.
- Keep abreast the Project Director with the latest developments and issues in project's financial management and provide suggestion to the best possible option.
- Assist the Procurement Specialist in designing job descriptions for staff in Finance team and selection of suitable applicants, when needed.
- Open (when needed), maintain and be joint signatory of assignment account (s) in accordance with revolving fund account procedures issued by Ministry of Finance (Finance Division), Federal Government, as adopted by Government of Sindh.
- Liaise with Director General Audit Sindh, to timely conduct financial statements audit of the project

Budgeting and Planning

- Assist Project Director in preparation of annual work plans; and based on which prepare annual Cash Plans.
- Assist Project Director, by all means, in the approval of annual work plan from the Project Steering Committee.
- Upload annual budget on National FMIS/ SAP; compare actual performance against the budget and underline weak performing areas for attention of Project Director.
- Prepare annual, quarterly and semi-annually disbursement forecasts for all components of the project in line with project's procurement plan and Work Plan/Cash Plan.

Funds Management

- Prepare request for authorization of signatories to sign Withdrawal Applications, IFR and/or correspond with the World Bank. Ensure confirmation in this regard is received from the World Bank.
- Prepare realistic cash forecasts on quarterly basis in coordination with the project team and submit to the World Bank for advance and replenishment of advance, once allowed.
- Prepare and process withdrawal application in accordance with the Bank's Disbursement Guidelines for drawing funds from the assignment account(s) opened for the project
- Track funds and follow up with National Bank of Pakistan and the World Bank to ensure timely credit of funds into the project's assignment account(s).

Expenditure/Payment Processing

- Ensure compliance with internal control framework of the government and the respective rules and procedures while processing payments.
- Analyse, plan, design, implement, and monitor a system to augment internal controls in line with best practices in the process of payment and expenditure management.
- Apply pre-audit checks on all payments before payment from the assignment account(s) including budget availability, sanction of competent authority and compliance with applicable financial rules & regulations.
- Ensure that No Objection Letter (NOL) is obtained from the Bank for every prior review activity before processing any payment.
- Prepare request for payment and forward to Project Director for approval after fulfilling all codal formalities.
- Ensure that only eligible payments are forwarded Project Director's approval and drawing funds from the assignment account.
- Manage financial aspects of the contracts under implementation, including payment terms, purchase orders and variation orders.

Accounting and Record Management

- Record all transactions timely and accurately in the books of accounts *(both in Pak Rupees and US$)* and ensure that no expenditure remained unaccounted.
- Maintain accounts on cash basis as per government accounting procedure i.e. New Accounting Model.
- Maintain PIFRA SAP R/3 (National FMIS) software to be implemented at the project.
- Oversee the process of entering transaction level data in National FMIS.
- Ensure up-to-date maintenance of adequate registers, books of accounts and records in appropriate order and format to meet the government and World Bank's requirements and to facilitate classification and analyzing the financial information for monitoring the project progress.
- Prepare supplementary record, which provides timely and up-to-date financial information of contracts.
- Maintain imprest /petty cash account (where applicable) and ensure maintenance of separate petty cash book and petty cash vouchers in compliance with petty cash SOPs as approved by the government from time to time.
- Prepare monthly bank reconciliation statements of assignment account both in Pak Rupee and US$.
- Reconcile the expenditure on government prescribed format with the office of Accountant General on monthly basis.

- Be the payroll manager and process monthly payroll of project employees. Ensure proper payroll controls are applied and the payments are made directly in the Bank accounts.
- Prepare and process monthly project payroll and submit to Project Director for approval prior to making any payment under salaries.
- Ensure that the fixed assets records are maintained for the project identifying location and user of each asset and arrange for the annual and periodical inventory of the assets and updating the records.
- Ensure safe custody of all financial records for review by Bank Missions, third party monitoring agents; and external & internal auditors.
- Prepare Budget Execution Reports for Eligible Expenditure Programs.
- Track expenditure incurred by Local Councils on eligible investments from PBGs for reporting to World Bank.

Financial Reporting

- Track expenditure incurred by Local Councils on eligible investments from PBGs for reporting to World Bank.
- Prepare quarterly financial reports and submit to Project Director and Bank in a timely fashion for review and approval.
- Generate financial reports from National FMIS that includes information on budget execution under Eligible Expenditure Programs and the Technical Assistance Component.
- Ensure that annual financial statements and other monthly and quarterly reports as specified under the Financing Agreement and as per recommended/suggested by Bank supervision missions are accurately prepared and timely submitted – annual financial statements to be prepared in accordance with Cash Basis IPSAS 'Financial Reporting under Cash Basis of Accounting'.
- Prepare annual financial statements as per Cash Basis IPSAS and submit to the Auditors within two months of the close of the financial year.
- Define and produce other financial reports, as and where required on utilization of funds to facilitate Project Director in decision-making process.
- Ensure that all government financial reporting requirements are complied with:
    a. specifically monthly financial reports to AG Office and regular/ timely reporting in SAP.
    b. Schedule of Cheque to be prepared, submitted to Project Director for sign off and onward submission to NBP and following up on outstanding/ un-cleared cheque
    c. Statement of Receipts and Payment as per CoA prepared and submitted to Project Director.
    d. Prepare Grant Disbursement Estimates (Budget and Revised) on EAD format and submit to Project Director for onward submission to EAD on annual basis.

Audit

- Make arrangements for timely initiation and completion audit of project and ensure that report produced is in compliance with audit requirements of the Government and the World Bank.
- Ensure that the project is adequately reflected in audit plan of internal auditors and that internal audit is periodically conducted in accordance with the internal audit plan. Liaison as focal person for conducting internal audit activity.
- Cooperating with World Bank, Government and other partners to improve project financial management, particularly in terms of following up the action points agreed in the project legal

documents, during the World Bank supervision missions, Aide Memoires and the recommendations of external auditors and internal auditors.

- Attend entry and exit meetings with external auditors, facilitate timely completion of audits by arranging timely submission of annual financial statement in appropriate format, supply of information and documents responding to queries, initiate actions for holding tripartite meetings and coordinating with various units of project office in settling audit observations.
- Prepare working papers on audit observations raised by external auditors and arrange to convene Departmental Accounts Committee (DAC) meeting to settle the audit observations to the extent legally and logically possible.

POSITION REQUIREMENTS

QUALIFICATION

- A civil servant from Pakistan Audit and Accounts Service (PAAS), FPOE (Final passing Out Exam) qualified from the Department of Auditor General of Pakistan and serving in BPS-18-19. Holding of MBA (Finance) degree, Master's Degree in Accounting and Finance, or MS Finance, or a M. Com will be accorded due weightage or a Chartered Accountant from private sector

EXPERIENCE

- 8 years' relevant experience in financial management, audit or accounts, after acquiring stipulated qualifications.
- Good communication skill and have experience of working with Finance Department/Division, Auditor General of Pakistan Office, Office of Accountant General and Planning Department/Commission.
- Prior experience of working in donor funded and public sector projects will be accorded due weightage.
- Demonstrated Computer Skill (Proficiency in using computer desktop application MS Office (Word, Excel, and Power Point).

CORE COMPETENCIES

- **People Skills:** Ability to work independently and as a team player who demonstrates leadership and is able to support and train staff.
- **Communication Skills:** Well developed written and oral communication skills.
- **Resilience/Adaptability and flexibility:** Ability to operate effectively under extreme circumstances and stress. Works and lives with a flexible, adaptable and resilient manner.
- **Work style:** Is well planned and organized even within a fluid working environment and has a capacity for initiative and decision making with competent analytical and problem-solving skills.
- **Knowledge and skills**: knowledge of government and the Bank policies and procedures
- Command on English is mandatory and working knowledge of Urdu is desirable

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GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi, Dated the _ February, 2020

NOTIFICATION

NO.______________________ :- In Pursuance of Rule 67 of Sindh Procurement Rules-2010 a Recruitment Selection Committee (RSC) is hereby constituted for hiring of Environmental Specialist, Communication, Gender Specialist, Social Specialist, Procurement / Contract Management Specialist and Financial Management Specialist in Sindh Mass Transit Authority under Karachi Mobility Project (KMP).

The Composition & TORs of the Recruitment Selection Committee are as under:

1.	Mayor Sukkur	Chairman of the Committee
2.	Secretary TMTD, GoS.	Member
3.	Eng. Mukhtiar A. Sheikh (VC, Pakistan Engineering Council)	Member
4.	Eng. Amir Chaudhary (VC, Pakistan Council of Architecture & Town Planners)	Member
5.	MD, Sindh Mass Transit Authority	Secretary of the Committee
6.	Chief Economist, Planning & Development, GoS	Member
7.	Representative from the Finance Department not below the rank of BS-19	Member

Terms of Reference:

The Recruitment Selection Committee (RSC) shall recommend for the selection of potential Specialists / Consultants and may also negotiate remuneration as per qualification and experience for Sindh Mass Transit Authority.

GHULAM ABBAS DETHO
SECRETARY TO GOVERNMENT OF SINDH

NO.________________ ______ **Karachi Dated the ____ February, 2020**

A copy is forwarded for information to:-

1. The Chairman, Planning & Development Board, GoS.
2. The Secretary Finance, GoS.
3. The Chairman / Members (all) of the Consultant Selection Committee.
4. The Deputy Secretary (Staff) to the Chief Secretary, Sindh.
5. The PS to Secretary, TMTD, GoS.
6. Mr. Said Dadha, Representative of World Bank
7. Master File

(GHULAM FAROOQ MANGRIO)
SECTION OFFICER (GENERAL)
For Secretary to Government of Sindh

ICMA Pakistan

Institute of
Cost and Management
Accountants of Pakistan

(Constituted under the Cost and Management Accountants Act, 1966)

ICMAP/HO/MPDCT/PL/2020-02
February 2, 2020

Managing Director
Government of Sindh
Transport and Mass Transit Department
H.No. 20, 9th Street Khayaban-e-Shamsheer
Phase – V, DHA Karachi

Subject: Equal Opportunities for (ACMAs) for the advertised position of 'Financial Management Specialist'

Dear Sir,

Please refer to 'Career Opportunities' published in The Dawn dated February 2, 2020 inviting applications for the **"Above subject Positions"**. We have noted that eligibility for the post was mentioned "MBA Finance/Masters in Finance/M.Com/MS" Qualifications whereas Associate Cost and Management Accountants (ACMAs) is not considered which in our opinion are also relevant to advertised position.

The Higher Education Commission recognizes Professional/Final Examination Certificate awarded by ICMA Pakistan as equivalent to Master's Degree 16 year of schooling. The Higher Education Commission has also considered the application submitted by ICMA Pakistan for Institute's members (ACMA/FCMA) to pursue PhD Programs in Pakistan and has responded that granting admission is the prerogative of the admitting university and HEC has no role in such matters. According to Securities and Exchange Commission of Pakistan (SECP) Public Sector Companies (Corporate Governance) Rules, 2013 (amended up to April 21, 2017) qualification of Member of ICMA Pakistan being is recognized professional body is eligible for the advertised positions.

Moreover, we may refer to Ministry of Finance DO. No. F-1(9)-DCCA0-1/96 285 dated August 06,2003 (attached as Annexure B) wherein Ministry of Finance has directed all Ministries/Divisions/Attached Departments and Provincial Governments that Members of ICMA Pakistan (ACMA & FCMA) should equally be considered along with Chartered Accountants for appointments to all relevant jobs of finance and management accounting position.

The Institute confers post-graduate professional certification of ACMA and FCMA. The Institute commonly known by its acronym ICMA Pakistan follows an extensive education and examination programme, which is internationally recognized as professional qualifications of Associateship & Fellowship in accordance with the authority vested in it by the relevant legislation. A vast majority of our members viz., ACMAs / FCMAs are engaged as CEOs, CFOs, General Managers, Directors Finance & Admin., Financial Controllers, Chief Accountants, Heads of Internal Audit Department, Company Secretaries in trade, commerce, industry, government & corporate sector for both national and international level. We also request to amend "qualification requirements for the captioned positions ICMA Pakistan qualification may also be considered and specified for all your future requirements

For further details about our submissions, please feel free to contact the undersigned or Mr. Shams Bhimani (Sr. Officer Members' Professional Department) at 021-99243630.

Very truly yours

Asim Husain Khan
Director Members' Professional Development and Corporate Trainings

Encl: a.a.

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بسم اللہ الرحمن الرحیم

From: Mr. Ghulam Sarwar,
Joint Secretary/DCCAO,
Ph: 9203155.

Ministry of Finance
Government of Pakistan
(Cost Accounts Organization)

D.O.No.F.1(9)-DCCAO-I/96-285.

Islamabad the 6th August, 2003.
P.C. 44000

OFFICE MEMORANDUM

Subject: APPOINTMENT OF COST & MANAGEMENT ACCOUNTANTS TO FINANCE & MANAGEMENT ACCOUNTING POSITIONS.

The undersigned is directed to state that it has been decided that the members (ACMA & FCMA) of the Institute of Cost and Management Accountants of Pakistan constituted under the Cost & Management Accountants Act 1966 should equally be considered alongwith Chartered Accountants for appointment to all relevent jobs of finance and management accounting positions.

2. All Ministries/Divisions, their attached departments and subordinate offices may therefore ensure that whenever posts are advertised in the field of accounting, these are also thrown open to qualified Cost & Management Accountans. Whenever the services of professional accountants are needed the Cost & Management Accountants should also be duly considered keeping in view the specific requirements and relevent provisions of Companies Ordinance 1984, as amended from time to time.

(GHULAM SARWAR)

All Ministries/Divisions/Attached Departments
and Provincial Governments.

Annexure 'A'

PUBLIC SECTOR COMPANIES (CORPORATE GOVERNANCE) RULES, 2013

As amended upto April 21, 2017

(14) Role and qualification of Chief Financial Officer and Company Secretary.- (1) The chief financial officer shall be responsible for ensuring that appropriate advice is given to the Board on all financial matters, for keeping proper financial records and accounts, and for maintaining an effective system of internal financial control.

(2) No person shall be appointed as the chief financial officer of a Public Sector Company unless he is,-

(a) **a member of a recognized body of professional accountants** with at least five years relevant experience,in case of Public Sector Companies having total assets of five billion rupees or more;

(14) Role and qualification of Chief Financial Officer and Company Secretary.- (1) The chief financial officer shall be responsible for ensuring that appropriate advice is given to the Board on all financial matters, for keeping proper financial records and accounts, and for maintaining an effective system of internal financial control.

(4) No person shall be appointed as the company secretary of a Public SectorCompany unless he is a,-

(a) member of a recognized body of professional accountants;

(22)Internal Audit.- (1) There shall be an internal audit function in every Public Sector Company. The chief internal auditor, who is the head of the internal audit function in the Public Sector Company, shall be accountable to the audit committee and have unrestricted access to the audit committee.

(2) No person shall be appointed to the position of the chief internal auditor unless he is considered and approved as "fit and proper" for the position by the Audit Committee. No person shall be appointed as the Chief Internal Auditor of a Public Sector Company unless he has five years of relevant audit experience and is a,-

(a) member of a recognized body of professional accountants;

XXXXXXX

Annexure 'B'

PUBLIC SECTOR COMPANIES (APPOINTMENT OF CHIEF EXECUTIVE) GUIDELINES, 2015

(1) Appointment of CEO Competence and Capability:

(c) To undertake the aforesaid assessment effectively, the following parameters are prescribed for consideration:

II. Be a member of a recognized body of professional accountants,

XXXXXXX

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THE WORLD BANK
IBRD • IDA | WORLD BANK GROUP

January 20, 2020

Mr. Syed Awais Qadir Shah
Minister
Transport & Mass Transit Department
Government of Sindh
Karachi

Dear Mr. Shah:

**Subject-Karachi Mobility Project "Yellow Bus Rapid Transit Corridor"
Detail Designs/Supervision Consultant and Project Management Team**

I would like to thank you for the meeting that took place in Karachi on January 16th to discuss the launch of the implementation of the Karachi Mobility Project. The Loan Agreement of the Project (8995-PK) was signed and became effective on November 26, 2019.

As agreed, I would like to request your close attention to the following critical issues, so the Project is on track for implementation as per the project agreement:

- Publication of the Expression of Interest for the Detail Designs and Supervision Consultant by January 24, 2020.
- Assignment of a Project Director by February 15, 2020 to lead the Project Management Team. Please share with us the notification of the Project Director once issued so we take note of it.
- Hiring of six specialist positions from the market and on competitive basis to form the Project Management Team by March 31, 2020. These are: Procurement, Financial Management, Environment, Social, Gender and Communications specialists whose jobs' description have been agreed with SMTA several months ago. These positions will be funded from SMTA's budget. Please share with us the advertisement of these positions once published.
- Additional engineering and technical staff may be hired as per PC-1 requirement before commencement of civil works and taking into consideration the results of the ongoing batch recruitment that SMTA is doing in order to avoid duplication of hiring.

Once again, I thank you for your commitment to this Project and I look forward to continuing our support to the Government of Sindh in implementing a world class mobility system in Karachi that will be a model for other mega cities around the world.

Sincerely yours,

Said Dahdah
Senior Transport Specialist
Task Team Leader

20-A, Shahrah-e-Jamhuriat, G-5/1, Islamabad, Pakistan / Phone: (92-51) 9090000 / Fax: (92-51) 2279648

Government of Sindh
Sajid Jamal Abro, Principal Secretary to the Chief Minister
Mr. Muhammad Wassim, Chairman Planning and Development Board
Mr. Ghulam Abbas Ditho, Secretary, Transport & Mass Transit, Department
Mr. Iqtidar Ahmed, Managing Director, Sindh Mass Transit Authority
Mr. Muhammad Yousaf Munir, Director (Infrastructure), Sindh Mass Transit Authority
Mr. Yazim Ali Shah, Acting Director (Administration & HR), Sindh Mass Transit Authority

No. D(ADMIN&HR)/RECRUITMENT-YL/2019//770
GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated 28 January, 2020

To,

The Director (Advertisement),
Information & Archives Department,
Government of Sindh,
Karachi.

SUBJECT: SELECTION OF PROFESSIONAL STAFF AS INDIVIDUAL CONSULTANTS / SPECIALISTS

I am directed to refer to the subject noted above and to enclose herewith seven (07) copies of contractual Job opportunities captioned as **"SELECTION OF PROFESSIONAL STAFF AS INDIVIDUAL CONSULTANTS / SPECIALISTS".**

It is requested to publish the same in the THREE (03) daily newspapers namely "The Dawn", "The Jang" and "The Kawish" and sent a copy of each to this office.

The bill of the advertisement may be furnished to this office for payment in due course of time.

28/1/2020
DIRECTOR
(ADMINISTRATION & HR)

A Copy Forwarded to:-

1. PS to the Secretary, Transport & Mass Transit Department, GoS.
2. PS to the Managing Director, Sindh Mass Transit Authority, Karachi.
3. Master / Recruitment file.

30/01/2020

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Government of Sindh
Transport and Mass Transit Department
Sindh Mass Transit Authority

SELECTION OF PROFESSIONAL STAFF AS INDIVIDUAL CONSULTANTS / SPECIALISTS

Sindh Mass Transit Authority (SMTA) intends to hire qualified professionals against the following positions under Karachi Mobility Project funded by International Donor Agency, initially for a period of one year (extendable subject to satisfactory performance and requirement of the Programme).

S.No	Position	Qualification & Experience
1.	**Communication Specialist**	Master degree or above in Communications, International Relation / Public Affairs, Journalism or related discipline from HEC recognized institute/university. Foreign qualification will be considered an added advantage and relevant Specialized Trainings considered for the position. • At least 5 years of post-qualification experience of working infrastructure projects (consultancy + works) / Projects funded by donor agencies shall be preferred.
2.	**Environmental Specialist**	Master degree in Engineering, Environmental Sciences, Health Sciences or a related field from HEC recognized university. Foreign qualification will be considered an added advantage. • At least 5 years of post-qualification relevant experience in Environmental Impact Assessment, Environmental Management Plan, Environment, Health & Safety, planning/designing, implementing, training, monitoring and evaluating SHE&Q related activities. • Specialized Training- ISO 9001-2015, Quality Management Systems, ISO-14001, Occupational Health & Safety, ISO-22000, Quality Assurance, or any other skills considered relevant for the position. • Experience of working infrastructure projects (consultancy + works) / Projects funded by donor agencies shall be preferred.
3.	**Gender Specialist**	Master's Degree in Social Sciences, Gender and Development or Women's Studies, Management or related field from HEC recognized university. Specialized Training – Gender Awareness/Sensitization, Gender Based Violence, Community Engagement, Strategies Development or any other skills considered relevant for the position. • At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.
4.	**Social Development Specialist**	Graduate degree in social sciences (e.g. development studies, sociology, human geography, anthropology) from HEC recognized university. • At least 10 years of experience in community engagement, planning, implementation and management of resettlement activities, and complaints resolution/grievance redress management. Experience in the preparation of, or assisting in the preparation of, at least 5 resettlement plans for infrastructure projects. Experience in urban settings would be an advantage. • Strong knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies such as those pertaining to land acquisition and resettlement, labor management and protection, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups. • Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.).
5.	**Procurement /Contract Management Specialist**	Bachelor's degree or above in (Civil/Electrical/Mechanical) Engineering or equivalent. Master degree in relevant discipline of engineering or MBA in Project Management will be added advantage from HEC recognized university. • At least fifteen (15) years or above relevant experience in Procurement and Contract Management / Administration.
6.	**Financial Management Specialist**	A civil servant from Pakistan Audit and Accounts Service (PAAS), FPOE (Final passing Out Exam) qualified from the Department of Auditor General of Pakistan and serving in BPS-18-19. Holding of MBA (Finance) degree, Master's Degree in Accounting and Finance, or MS Finance, or a M. Com will be accorded due weightage or a Chartered Accountant from private sector. • 8 years' relevant experience in financial management, audit or accounts, after acquiring stipulated qualifications. • Good communication skill and have experience of working with Finance Department/Division, Auditor General of Pakistan Office, Office of Accountant General and Planning Department/Commission. • Prior experience of working in donor funded and public sector projects will be accorded due weightage. • Demonstrated Computer Skill (Proficiency in using computer desktop application MS Office (Word, Excel, and Power Point).

- Only Shortlisted candidates will be called for interview along with original documents. TA/D.A shall not be admissible.
- Remuneration would be negotiable commensurating to qualification and experience of the candidate.
- Other public sector employees can also apply through proper channel.
- Interested candidates meeting the above criteria may apply by sending in the form of covering letter along with CV to the address mentioned below within 15 days of publication of this advertisement.
- Maximum age limit 50 years.

Managing Director
Sindh Mass Transit Authority (SMTA)
H. No. 20, 9th Street Khayaban-e-Shamsher, Phase-V, DHA Karachi
Ph 021-99332911

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Government of Sindh
Transport and Mass Transit Department
Sindh Mass Transit Authority

JOB OPPORTUNITIES

Applications are invited for suitable qualified professionals having Sindh domicile with highly motivated and result oriented individual for appointment on purely contract basis, for the following post for Sindh Mass Transit Authority, Transport & Mass Transit Department, Government of Sindh.

S.No	Position	Qualification & Experience
	Secretary of Board	The ideal candidate would be (a) member of recognized body of professional accountants or (b) member of recognized body of corporate or chartered secretaries or (c) person holding a master degree in Business Administration / Commerce / Economics or being a law graduate from university recognized by HEC with at least 5 year relevant experience. **JOB PROFILE** • Reporting to the Board of Directors of SMTA, the incumbent will be responsible for ensuring that BoDs procedures are followed and that all applicable laws, rules and regulations and other relevant statements of best Practice are compiled with. • Must possess outstanding minute taking and english professional writing skills.

- Only Shortlisted candidates will be called for interview along with original documents. TA/D.A shall not be admissible.
- Remuneration would be negotiable commensurating to qualification and experience of the candidate.
- Other public sector employees can also apply through proper channel.
- Interested candidates meeting the above criteria may apply by sending in the form of covering letter along with CV to the address mentioned below within 15 days of publication of this advertisement.
- Maximum age limit 50 years.

Managing Director
Sindh Mass Transit Authority (SMTA)
H. No. 20, 9th Street Khayaban-e-Shamsher, Phase-V, DHA Karachi
Ph 021-99332911

Government of Sindh
Transport and Mass Transit Department Sindh Mass Transit Authority
JOB OPPORTUNITIES

Applications are invited for suitable qualified professionals having Sindh domicile with highly motivated and result oriented individual for appointment on purely contract basis, for the following posts for Sindh Mass Transit Authority, Transport & Mass Transit Department, Government of Sindh.

S. No.	Position	No. of Post	Qualification & Experience
1.	Secretary of Board	01	Note: Tenure Three (03) Years
2.	Communication Specialist	01	Note: Tenure One (01) Year
3.	Environmental Specialist	01	Note: Tenure One (01) Year
4.	Gender Specialist	01	Note: Tenure One (01) Year

1. Secretary of Board (01)

Note: Tenure Three (03) Years

OVERALL ROLE

The secretary will ensure that Board procedures are followed, and that all applicable laws, rules and regulations are complied with.

JOB DESCRIPTION / KEY RESPONSIBILITIES

The major responsibilities of the Secretary shall include but not limited to:

- Responsible for compliance with the procedural requirements and formalities as stated in the Sindh Mass Transit Authority Act-2014, Sindh Civil Servant Act, 1973 and other applicable laws;
- Perform the duties and responsibilities of a Secretary as required by Sindh Mass Transit Authority Act, 2014, legislation or regulation; and
- Board and Committee meetings:
  - ➢ Managing all Board and committee meetings — coordinating, preparing and distributing Board / committee pre-read materials, meeting agendas, working papers, notifications, and minutes of the meeting for the BoDs and committees;
  - ➢ Attending Board and committee meetings — recording minutes highlighting Board and committee decisions and information items;
  - ➢ Reporting outstanding agenda items and ensuring information is provided to the Board/committee members in a timely manner;
  - ➢ Preparing all correspondence for the Board / committees including responses to enquiries or complaints directed to the Board/committees; and
  - ➢ Supporting the Chairman in performing his / her role, including the provision of appropriate briefing material;
  - ➢ Managing all matters relating to annual accounts and reporting;
- Carrying out all other matters and duties as directed by the Board and the Managing Director.

POSITION REQUIREMENTS

1. **ATTAINMENTS**

   QUALIFICATION

   The candidate shall be a person holding a Master Degree in Business Administration / Commerce Economics / Law Degree from Higher Education Commission (HEC) recognized institute / university

   EXPERIENCE

   At least 3 years of post-qualification relevant experience in a Company Secretarial, legal or management level position. A minimum of 2 years of experience in a similar role is highly desirable.

2. **EXPERIENCE AND CORE COMPETENCIES**
   - Able to prepare agenda and papers for Board and Committee meeting and minutes of meeting and resolutions;
   - Proven experience of arranging and conducting senior level meetings and preparing minutes of meeting;
   - Must possess outstanding minute taking and English professional writing skills;
   - Mature, credible, and comfortable in dealing with BOD, senior management and other stakeholders. Fluency in English and Urdu.

2. Communication Specialist (01)

POSITION REQUIREMENTS

Note: Tenure One (01) Year

QUALIFICATION

Master degree in Communications, Journalism, Public Relations, Marketing, Business or related discipline from an HEC recognized institute / university.

EXPERIENCE

At least 5 years of communication/other related field experience.

The Communication specialist will be responsible for all communication and public relations activities and will provide strategic advice and support regarding media, relation with public and clients and corporate communication.

CORE COMPETENCIES

The major areas of responsibility for the Communication Specialist includes:

- Ensure that Sindh Mass Transit Authority communications are effective, targeted and credible internally and externally to its staff, public transport users, government departments and its stakeholders;
- Developing and implementing strategies for Sindh Mass Transit Authority and to raise SMTA media profile;
- Create content to support Sindh Mass Transit Authority business objectives;
- Strengthen SMTA role as a trusted voice on providing first class transport services.

3. Environmental Specialist (01)

POSITION REQUIREMENTS

Note: Tenure One (01) Year

QUALIFICATION

Master degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university.

EXPERIENCE

At least 5 years of post-qualification relevant experience in Strategic Quality, Environment, Health and Safety compliance of construction projects.

CORE COMPETENCIES

The Environment Specialist recommends resolutions to problems of moderate complexity in the safety, health, environment and quality of relevance to the Company, its staff and ongoing operations of the Declared Project. The responsibility includes developing risk assessments and regulatory compliance programs, monitoring processes; conducting related training activities; and coordinating with relevant stakeholders to ensure compliance with applicable laws and regulations. It also includes the monitoring of the performance of the Company and the Declared Project to ensure compliance with the programs as prepared and approved by the Board of Directors. The Environment Specialist will identify potential risks related to Safety, Health, Environment and Quality of the Sindh Mass Transit Authority Office and the Declared Project and formulate strategies for rectification to ensure that the Declared Project is a safe and hazard free service for all citizens.

4. Gender Specialist (01)

POSITION REQUIREMENTS

Note: Tenure One (01) Year

QUALIFICATION

Master's Degree in Social Sciences, Gender and Development or Women's Studies, Management or related field. Specialized Training – Gender Awareness/ Sensitization, Gender Based Violence, Community Engagement, Strategies Development or any other skills considered relevant for the position.

EXPERIENCE

At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.

CORE COMPETENCIES

The Gender Specialist will be responsible to ensure gender integration and social inclusion is effectively considered in all projects implemented by Sindh Mass Transit Authority. He/ She will develop methodologies in a manner that is culturally sensitive and results-oriented. He/she will also work with all stakeholders to ensure gender integration and social inclusion is applied to the project design and activities, as well as the organizational structure. Develop, Coordinate and support the Sindh Mass Transit Authority team in establishing and implementing gender-sensitive monitoring, evaluation, learning and reporting systems. Work closely with the stakeholders to develop the data collection and analysis tools for the baseline assessment to guarantee gender and social inclusion considerations.

Draft Gender Action Plan (GAP) for the yellow line project implementation and SMTA institutional strengthening with timelines and milestones.

METHOD OF RECRUITMENT

Direct Recruitment. Selection will be based on merit and competency.

Note: Attractive Salaries commensurate with the qualification and skills would be offered.

TERMS & CONDITIONS:

- We are an equal opportunity employer and encourage all citizens domiciled in Sindh, meeting the aforementioned minimum qualification, to apply. Applications on plain paper, with their resume, passport size photograph, a copy of valid CNIC and attested copies of testimonials with experience certificates
- Other public sector employees can also apply through proper channel.
- Only eligible and shortlisted candidates will be called for interviews.
- No TA/DA will be admissible for appearing in interview.
- The application should reach undersigned latest by **13th March, 2019** by closing hours on the address given below

DIRECTOR
(ADMIN & HR)
SINDH MASS TRANSIT AUTHORITY

Say No to Corruption [illegible]

INF-KRY: No. 946/19

SUITE NO.201, 2ND FLOOR, THE PLAZA, BLOCK-9, MAIN 2 TALWAR, KEHKASHAN, CLIFTON, KARACHI TEL: 021-99250481-5

B 41

PAKISTAN: Karachi Mobility Project (KMP)
Appraisal Mission
April 29th to May 3rd, 2019
Aide Memoire

I. INTRODUCTION

1. ***The objective of this mission is to Appraise KMP,*** which was authorized by the Decision Meeting held on April 24th, 2019. The team carried out the Appraisal Mission during the period April 30 to May 3, 2019. The World Bank team1 confirms that the guidance received during the Decision Meeting has been incorporated in the updated project documentation.

2. The project team would like to thank Sindh Mass Transit Authority (SMTA) and Planning & Development Division, Government of Sindh (GoS). The Aide Memoire was discussed at the wrap-up meeting on May 03rd, 2018 with the Chief Economist Planning & Development Department, Government of Sindh and SMTA, the final version of the Aide Memoire was endorsed by the Bank management.

II. PROJECT DATA AND MILESTONES

Table 1: Key Project Data

Government Request, *date*	Financing, *source & amount*	Proposed Implementation Period, *years*
N/A	IBRD - $ 382 million GoS 18.4 million Private Sector $37.5 million	2019 - 2025
Proposed PDO		
To improve mobility, accessibility and safety along selected corridors in Karachi.		
Proposed Components & Sub-components		
Component I: Urban Road Infrastructure along the Yellow Corridor (US$ 171.9 million of which expected IBRD financing in US$ 158.5 million and GoS financing of US$ 13.4 million). This component will finance: (i) Reconstruction of road infrastructure and related utilities improvement and shifting (e.g. street lighting, sewer/water supply, drainage, oil pipeline) and non-motorized transport facilities such as motorcycle lanes, footpaths and pedestrian crossing along the Yellow Line Corridor and its direct and feeder service routes, (ii) Implementation of the recommendations and mitigations measures identified by Environmental Management, and Compensation and Livelihood Rehabilitation Plans prior and during construction, and (iii) Detailed designs, construction supervision activities and third-party monitoring. **Component II: The Development and Operationalization of a BRT System along the Yellow Corridor (US$ 259.9 million of which expected IBRD financing in US$ 218.4 million, GoS US$ 4.0 million, and Private Sector US$ 37.5 million).** This component will finance: (i) Construction of the BRT infrastructure, including segregated busways, interchange facilities, stations, terminal and depots, (ii) Procurement and installation of ITS equipment and fare collection system,		

3.

[1] Mr. Said Dahdah (Sr. Transport Specialist, Technical Team Leader (TTL)) Mr. Hasan Afzal Zaidi (Senior Transport Specialist and co-TTL); Mr. Makael Kakakhel (Transport Specialist); Ms. Najm-Ul-Sahr Ata-Ullah (Sr. Social Specialist); Ms. Uzma Quresh (Social Development Specialist); Mr. Elkin Bello (Urban Transport Consultant); Mr. Abdul Hafeez Buzdar (Consultant); and supported by Ms. Rubina Geizla Quamber (Program Associate).

(iii) 50% of the cost of the BRT buses under the concession agreement,
(iv) Implementation the social management plan including labor redeployment services, for the affected existing bus operators including drivers, conductors,
(v) Technical Assistance to implement and monitor GBV and other Gender Actions,
(vi) The development of a TOD strategy along the yellow Corridor,
(vii) Technical Assistance for Transaction Advisory Services, and
(viii) A program of regular engagement with key stakeholders, and implementation of a public relations and media strategy for generating support and disseminating information on the BRT system.

Component III will finance Capacity Building and Technical Assistance (US$ 6 million of which expected IBRD financing in US$ 5 million and GoS US$ 1 million). This component will finance:
(i) Project management cost including TA for processing compensation/severance payments and managing labor redeployment services,
(ii) Technical assistance in traffic management and road safety,
(iii) Support to regional transport authorities in automating the management and monitoring of bus routes permits, and
(iv) Capacity building for SMTA and support the consolidation and improvement of the management of the urban transport sector in Karachi.

Table 2: Current Milestones

Preparation	Appraisal	Negotiations	Board	Signing	Effectiveness	1st Disbursement
10/01/18	*04/29/19*	*05/20/19*	*06/27/19*	*TBD*	*TBD*	*TBD*

III. PREPARATION PROGRESS

4. ***Project Scope:*** The project scope includes the construction of a BRT corridor along the yellow BRT alignment in Karachi which is a 21 km arterial running from Dawood Chowrangi along Road 8000 then Korangi road and reaching Numaish through Sharah-e-Faisal and Sharah-e-Qaideen. The project will also support ITS and fare collection equipment and up to 50% of the costs of the BRT fleet under a concession agreement with a private operator. The Corridor will form the backbone of a fully integrated and extensive mass transit system for the city, enabling public transport to become the mode of choice for travel.

5. ***Preparation on the Government side.*** SMTA has completed the feasibility study and PC1. Both documents have been approved by Provincial Development Working Party and submitted to Planning Commission, Government of Pakistan. The next step is to acquire approval from Central Development Working Party.

6. ***Implementation arrangements.*** It was agreed with SMTA that a Project Director will be assigned by May 2019. In addition, SMTA has already started the process to hire few key positions, including Environment, Communications, Gender specialists, and Secretary of Board. The hiring process is in shortlisting stage and it is expected to be completed by the end of May. As per PC-1, the project Team will comprise of 18 staff in total. In addition to the advertised positions, a social, procurement/contract management and financial management specialists should be hired prior to project effectiveness. These positions will also be advertised by the end of May. Additional engineering and technical staff will be hired as per PC-1 requirement before commencement of civil works.

7. ***Procurement arrangements.*** The Project Procurement Strategy for Development has been prepared, SMTA should comment on it by May 10th, 2019. The procurement documents for hiring the

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Design/Supervision Consultant is underway. The request for Expressions of Interest (EOI) for the Design and Supervision Consultant will be issued All project procurement shall follow the requirements set forth or referred to in the Bank's "Procurement Regulations for Borrowers under Investment Project Financing (IPF)", dated July 1, 2016 (and as subsequently revised). In addition, a contractors' workshop is also planned to be held to highlight the salient features of the Bank Project and the Bank procurement procedures so that the market participation may be enhanced in May 2019.

8. ***Financial management arrangements.*** The Financial Management arrangements for the Project are satisfactory for meeting the requirements of OP/BP 10.00. The SMTA Act (2016) requires that the authority establishes sound internal control systems with a fully functional Internal Audit Function. Financial Management team is in place, but the authority would require an additional resource to be dedicated to the World Bank funded project. External audit for the project will be conducted by the Department of Auditor General (DAGP) and the audit report and Management Letter will be submitted to the Bank by December 31 each year. In terms of disbursements will be report-based with advance equivalent to six months forecast of expected payments. A segregated designated account will be established following the procedures notified in August 2013 by the Finance Division, Government of Pakistan.

9. ***M&E arrangement.*** The indicators and baseline data to monitor the outputs and outcomes of the proposed project are presented in the Results Framework (see Section VI) of the PAD. Data needed for monitoring and evaluation (M&E) of Project consists of: (a) daily Number of Public Transport Trips on the Bus Rapid Transit System, including female ridership; (b) improvement in urban accessibility index; and (c) decrease in traffic fatalities. SMTA will primarily be responsible to collect these data and will report on biannual basis. Reporting on the requirements set forth in the EMP and SMP will be prepared by the SMTA and submitted quarterly to the Bank for review. Brief monthly progress reports will also be submitted to the Bank for review. A Third-Party Monitoring firm will be procured by SMTA to monitor and report progress on all aspects of the project.

10. ***Safeguards.*** The three safeguards documents (EIA, SIA and CLRP) were finalized during the mission. SMTA should make a final review and submit to the Bank seeking clearance to redisclose locally on SMTA's website. SMTA should be adequately staffed by safeguards specialists by project effectiveness.

11. ***Draft Procurement Plan.*** Annex 2 includes the main contracts under the procurement plan. Complete procurement plan should be finalized and cleared by the Bank prior to negotiations.

12. ***Project Operational Manual.*** *To be completed by SMTA prior to Project Launch*

IV. NEXT STEPS AND AGREED ACTIONS

Table 3: Agreed Actions

	Actions	Responsible	Due Date
1	Finalize Safeguards Documents (EIA, SIA and CLRP) and submit to the Bank for clearance	SMTA	May 8th, 2019
2	Appoint a Project Director	SMTA	May 31st, 2019
3	• Complete the hiring of Secretary to the board of SMTA, gender, environmental and communication specialists • Advertise social development, procurement/contract management and financial management specialists' positions.	• SMTA • SMTA	• May 31st, 2019 • May 20th, 2019
4	Finalize ToR's and RFP for Detail Design and Construction Supervision Consultant	SMTA	May 31st, 2019

5	Acquire Project approval from Sindh Environmental Protection Agency (SEPA)	SMTA/SEPA	May 31st, 2019
6	Develop Rules and Regulations for SMTA	SMTA	June 30th, 209

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Annex 1: List of officials met and composition of WB team

Mr. Awais Qadir Shah, Minister of Transport, Sindh
Mr. Syed Mumtaz Ali Shah, Chief Secretary, Government of Sindh
Ms. Naheed S. Durrani, Chairperson, P&D
Mr. Waseem Akhtar Mayor, Karachi
Mr. Naeem, Chief Economist, P&D Department
Mr. Ghulam Abbas Ditho, Secretary, Transport & Mass Transit, Department
Mr. Mahtab ul Haq, Member, (Energy & Infrastructure), P&D Department
Mr. Iqtidar Ahmed, Managing Director, SMTA
Mr. Zubair Channa, Director, Karachi Infrastructure Development Company Limited (KIDCL)
Mr. Abdul Aziz, Director, (Bus Operations/ITS) SMTA
Mr. Muhammad Yousaf Munir, Director (Infrastructure), SMTA
Mr. Muhammad Nasim Akhtar Siddiqui, Manager IT/Coordinator to MD, SMTA
Engr. Rehan Zamin, Chief Engineer, National Engineering Services Pakistan (NESPAK)
Lt. Col. (retd) Zaid Shamshad, Manager Engineering, KIDCL
Mr. Rashid Shah, President Ittihad Bus Association

World Bank Team:

Mr. Said Dahdah (Sr. Transport Specialist, Technical Team Leader (TTL))
Mr. Hasan Afzal Zaidi (Senior Transport Specialist and co-TTL);
Mr. Makael Kakakhel (Transport Specialist);
Ms. Najm-Ul-Sahr Ata-Ullah (Sr. Social Specialist);
Ms. Uzma Quresh (Social Development Specialist);
Mr. Elkin Bello (Urban Transport Consultant);
Mr. Abdul Hafeez Buzdar (Consultant);
Ms. Rubina Geizla Quamber (Program Associate).

Annex 2: Summary of the Procurement Plan

SN	Contract title	Estimated cost and risk rating	Bank oversight	Procurement approach	Selection method	Evaluation method
1	Package 1: Construction of Depot # 1 (near Dawood Chowrangi)	US$ 7.8 million / Substantial	Post Review	NCB, Single Stage two envelop	RFB (Post Qualification)	Lowest Evaluated Cost
2	Package 2: Construction of Depot # 1 (near Indus Hospital)	US$ 12.3 million / Substantial	Prior Review	NCB, Single Stage two envelop	RFB (Post Qualification)	Lowest Evaluated Cost
3	Package 3: Construction of Yellow Corridor & BRT Line – Road Works (segments 0,1,2)	US$ 175 million / Substantial	Prior Review	ICB, Single Stage Two Envelop System	RFB (Post Qualification)	Lowest Evaluated Cost
4	Package 4: 1 km long bridge (segment 3)	US$ 24 million / Substantial	Prior Review	ICB, Single Stage Two Envelop System	RFB (Post Qualification)	Lowest Evaluated Cost
5	Package 5: Construction of Yellow Corridor & BRT Line – Road Works (segments 4,5,6,7)	US$ 50 million / Substantial	Prior Review	ICB, Single Stage Two Envelop System	RFB (Post Qualification)	Lowest Evaluated Cost
6	Supply, Installation and Maintenance of ITS and Fare Collection system for the BRT corridor	US$ 43 million/ Substantial	Prior Review	ICB, Single Stage Two Envelop System	RFB (Post Qualification)	Lowest Evaluated Cost
7	Procurement Support and Construction Supervision of Yellow Corridor (Road & BRT Works) - Consultancy	US$ 15 million / Substantial	Prior Review	QCBS - Firm Selection	QCBS (International)	Highest ranked
8	Off-corridor Improvements works -Package 1	US$ 3 million / Moderate	Post Review	NCB, Single Stage two envelop	RFB (Post Qualification)	Lowest Evaluated Cost
9	Off-corridor Improvements works -Package 2	US$ 3 million / Moderate	Post Review	NCB, Single Stage two envelop	RFB (Post Qualification)	Lowest Evaluated Cost
10	Off-corridor Improvements works -Package 3	US$ 3 million / Moderate	Post Review	NCB, Single Stage two envelop	RFB (Post Qualification)	Lowest Evaluated Cost
11	Off-corridor Improvements works -Package 4	US$ 3 million / Moderate	Post Review	NCB, Single Stage two envelop	RFB (Post Qualification)	Lowest Evaluated Cost
12	GBV Service Provider - Preventing and Mitigating Gender Based Violence (GBV) - Consultancy	US$ 0.5 million / Moderate	Post Review	QCBS - Firm Selection	QCBS (National)	Highest ranked

12	Procurement of Office Furniture, Project Vehicles & IT Equipment - Goods	US$ 0.5 million / Low	Post Review	There will be several small packages attracting Shopping, NCB and Direct procurement for vehicles.	RFB / Shopping / Direct	Lowest Evaluated Cost
Total		US$ 340 Million				

GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT
Karachi, dated 4th September, 2018

NOTIFICATION

NO. Dir(ADMIN)BoD/2018/04/873 :- In partial modification of this department's notification of even number dated 9th August, 2018 the Legal & Human Resources Management Committee of Board of Directors SMTA is reconstituted with following composition and TORs:-

1.	Mayor (Sukkur)	Chairman of the Committee
2.	Secretary, TMTD, GoS	Member
3.	Vice Chairman (Sindh) Pakistan Engineering Council	Member
4.	Chairman, Pakistan Council of Architects and Town Planners	Member
5.	Managing Director, Sindh Mass Transit Authority	Secretary of the Committee

Terms of Reference:

The Legal & Human Resources Management Committee ("the Committee") is to assist the Board of Directors ("the Board") in exercising its authority in relation to all legal and employee related matters including recruitment, training, remuneration, performance evaluation, succession planning, and measures for effective utilization of the employees of the (SMTA's).

Any other assignment / task given by the Board.

MANAGING DIRECTOR (SMTA)

NO. Dir (ADMIN)BoD/2018/04/ **Karachi, dated 4th September, 2018**

A copy is forwarded for information and necessary action to:-

1. All Members, Board of Directors, SMTA, TMTD
2. Managing Director, SMTA, TMTD
3. PS to Minister, Transport & Mass Transit Department, Govt. of Sindh
4. PS to Secretary, Transport & Mass Transit Department, Govt. of Sindh
5. Notification File

Sindh Mass Transit Authority
Government of Sindh

(SYED YAZIM ALI SHAH)
DEPUTY DIRECTOR (ADMIN & HR)

No. SMTA/ADMIN/HRM-COMMITTEE/2020/ 1852

GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: 13th March, 2020

MEETING NOTICE

To,

1.	Mayor (Sukkur)	Chairman of the Committee
2.	Secretary, TMTD, GoS	Member
3.	Vice Chairman (Sindh) Pakistan Engineering Council	Member
4.	Chairman, Pakistan Council of Architects and Town Planners	Member
5.	Managing Director, Sindh Mass Transit Authority	Secretary of the Committee

SUB JECT: MEETING OF LEGAL & HRM COMMITTEE OF SMTA BOARD OF DIRECTORS

With reference to this Departments Notification dated 4th September, 2018 the Legal & Human Resources Management Committee of BoDs SMTA was constituted (copy enclosed).

In this regard I am directed to inform you that the first Legal & HRM Committee Meeting date has been proposed on **25th March 2020 at 12 pm** in the office of Sindh Mass Transit Authority regarding Selection of Project Director / Specialists for Karachi Mobility Project and new recruitment in SMTA.

It is requested to kindly intimate this office your availability if it conform with your upcoming schedule, it would be much appreciated to inform as soon as possible.

The first meeting notice shall be sent to you accordingly.

DIRECTOR
(ADMINISTRATION & HR)

Copy Forwarded to:-

1. PS to the Secretary, Transport & Mass Transit Department, GoS.
2. PS to the MD, Sindh Mass Transit Authority.
3. Master File.

17/03/2020

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GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi, dated 4th September, 2018

NOTIFICATION

NO. Dir(ADMIN)BoD/2018/04/873 :- In partial modification of this department's notification of even number dated 9th August, 2018 the Legal & Human Resources Management Committee of Board of Directors SMTA is reconstituted with following composition and TORs:-

1.	Mayor (Sukkur)	Chairman of the Committee
2.	Secretary, TMTD, GoS	Member
3.	Vice Chairman (Sindh) Pakistan Engineering Council	Member
4.	Chairman, Pakistan Council of Architects and Town Planners	Member
5.	Managing Director, Sindh Mass Transit Authority	Secretary of the Committee

Terms of Reference:

The Legal & Human Resources Management Committee ("the Committee") is to assist the Board of Directors ("the Board") in exercising its authority in relation to all legal and employee related matters including recruitment, training, remuneration, performance evaluation, succession planning, and measures for effective utilization of the employees of the (SMTA's).

Any other assignment / task given by the Board.

MANAGING DIRECTOR (SMTA)

NO. Dir (ADMIN)BoD/2018/04/

Karachi, dated 4th September, 2018

A copy is forwarded for information and necessary action to:-

1. All Members, Board of Directors, SMTA, TMTD
2. Managing Director, SMTA, TMTD
3. PS to Minister, Transport & Mass Transit Department, Govt. of Sindh
4. PS to Secretary, Transport & Mass Transit Department, Govt. of Sindh
5. Notification File

(SYED YAZIM ALI SHAH)
DEPUTY DIRECTOR (ADMIN & HR)

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NO.FD (SR-III)5-29/2008(A)

GOVERNMENT OF SINDH

FINANCE DEPARTMENT

Karachi, dated the 21st September, 2017

From:-

SYED HASAN NAQVI,
Secretary to Government of Sindh.

To,

1. The Chief Secretary to Government of Sindh.
2. The Chairman, Planning & Development Board, Karachi.
3. All Additional Chief Secretaries to Government of Sindh.
4. The Senior Member, Board of Revenue, Sindh.
5. All Administrative Secretaries to Government of Sindh.
6. All Members, Board of Revenue, Sindh.
7. The Principal Secretary to Chief Minister Sindh.
8. The Principal Secretary to Governor, Sindh, Karachi.
9. The Secretary to Provincial Assembly Sindh.
10. All Heads of Attached Departments, Sindh.
11. All Regional Heads of Department, Sindh.
12. All District & Sessions Judges, Sindh.
13. The Registrar, High Court of Sindh.
14. All Commissioners in Sindh.
15. The Registrar, Sindh Services Tribunal, Karachi.
16. The Secretary, Sindh Public Service Commission, Karachi.
17. The Secretary, Provincial Ombudsman Secretariat Sindh, Karachi.

SUBJECT: STANDARD PAY PACKAGE FOR THE PROJECT STAFF DIRECTLY RECRUITED FOR DEVELOPMENT PROJECTS FUNDED FROM PSDP

In continuation of this department's Office Memoranda No.FD(SR-III)5-29-2008(A), dated 16th February, 2009 and dated 11th Mach, 2010 and with the approval of Competent Authority (i.e. Chief Minister, Sindh), Government of Sindh has been pleased to revise the Standard Pay Package for officers / staff directly recruited from open market on the basis of competitive recruitment for the execution of Development Projects/Programs funded from Provincial Budget including ADP and Foreign Aided Projects/Programs with immediate effect:-

Project Pay Scale (PPS)	Regular BPS	Existing Rate with 5% Annual Increment (In Rs.)		Revised Rate with 5% Annual Increment (In Rs.)	
		Minimum	Maximum	Minimum	Maximum
PPS-1	BPS-1-4	7,000	10,000	16,000	25,600
PPS-2	BPS-5-8	10,000	15,000	20,000	33,000
PPS-3	BPS-9-10	10,000	15,000	25,000	40,000
PPS-4	BPS-11-13	15,000	25,000	30,000	48,000
PPS-5	BPS-14-15	15,000	25,000	40,000	64,000
PPS-6	BPS-16	30,000	35,000	60,000	96,000
PPS-7	BPS-17	45,000	50,000	90,000	144,000
PPS-8	BPS-18	50,000	75,000	125,000	200,000
PPS-9	BPS-19	75,000	90,000	175,000	280,000
PPS-10	BPS-20	100,000	118,000	250,000	400,000
PPS-11	BPS-21	125,000	150,000	350,000	560,000
PPS-12	BPS-22	150,000	200,000	500,000	800,000

3. All other terms and conditions will remain the same as contained in earlier instructions of Finance Department's O.Ms No.FD(SR-III)5-29/2008 (A), dated 16.02.2009 and No.FD(SR-III)5-29/2008 (A) dated 11.03.2010.

(SHAKEEL AHMED)
DEPUTY SECRETARY (SR-I)
for Secretary to Government of Sindh

NO.SO (SR-III)5-29/2008(A) Karachi, dated the 21st September, 2017

A copy is forwarded for information & necessary action to:-

1. The Accountant General Sindh, Karachi.
2. The Director General Audit, Karachi.
3. All Treasury Officer (including District Accounts Officer) in Sindh.
4. All Officer in Finance Department, Government of Sindh, Karachi,
5. All Head of Autonomous Bodies in Sindh.
6. The Director Audit and Accounts (Inspection), Finance Department,
7. The Director Local Fund Audit, Sindh, Karachi.
8. The Budget and Accounts Officer, Forest Department, Govt. of Sindh, Karachi.
9. The Incharge (Website), Finance Department, Govt. of Sindh, Karachi.
10. The Director of Information, Government of Sindh, Karachi.
    He is requested to give wide publicity through all news media.

21/9/17
(HABIB-UL-ISLAM)
SECTION OFFICER (SR-III)
for Secretary to Government of Sindh

NO.SO (SR-III)5-29/2008(A) Karachi, dated the 21st September, 2017

A copy is forwarded for information to:

1. The Section Officer (R-14), Govt. of Pakistan, Finance Division (Regulation Wing), Islamabad, with reference to his O.M. No.F.4(9)-R-14/2008, dated 19th July, 2017.
2. The Secretary to Govt. of the Punjab, Finance Department, Lahore.
3. The Secretary to Govt. of Khyberpakhtunkhaw, Finance Department, Peshawar.
4. The Secretary to Govt. of Baluchistan, Finance Department, Quetta.
5. The Secretary to Govt. of Azad Government of the State of Jammue and Kashmir, Finance Department, Muzaffarabad.
6. Office order file.

21/9/17
(HABIB-UL-ISLAM)
SECTION OFFICER (SR-III)
for Secretary to Government of Sindh

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NO.FD(SR-III)5-29/2008(B)
GOVERNMENT OF SINDH
FINANCE DEPARTMENT
Karachi, dated the 21st September, 2017

OFFICE MEMORANDUM

SUBJECT: REVISION OF PROJECT ALLOWANCE

In continuation of this department's Office Memorandum of No.FD(SR-III)5-85/2012, dated 18th July, 2013 and with the approval of Competent Authority i.e. Chief Minister, Sindh, the Project Allowance has been revised with immediate effect as under:-

S.No.	Basic Pay Scale	Existing Project Allowance Rate	Revised Project allowance Rate
1.	BPS-1 to BS-4	Rs.5,000/- per month.	Rs.15,000/- per month.
2.	BPS-5 to BS-10	Rs.8,000/- per month.	Rs.20,000/- per month.
3.	BPS-11 to BS-15	Rs.15,000/- per month.	Rs.30,000/- per month.
4.	BPS-16	Rs.25,000/- per month.	Rs.40,000/- per month.
5.	BPS-17	Rs.50,000/- per month.	Rs.75,000/- per month.
6.	BPS-18	Rs.50,000/- per month.	Rs.100,000/- per month.
7.	BPS-19	Rs.60,000/- per month.	Rs.,175,000/- per month.
	BPS-20 to 22	Rs.80,000/- per month.	Rs.200,000/- per month.

2. The other terms and conditions will remain the same as contained in Addendum No.FD(SR-III)5-85/86(part-file), dated 5th November, 2013 and dated Corrigendum No.FD(SR-III)5-85/86(part-file), dated 11th November, 2013.

SYED HASAN NAQVI
SECRETARY TO GOVERNMENT OF SINDH

NO.FD(SR-III)5-29/2008 Karachi, dated the 21st September, 2017

A copy is forwarded for information & necessary action to:

1. The Additional Chief Secretary to Government of Sindh (All).
2. The Senior Member, Board of Revenue, Sindh.
3. The Administrative Secretary to Government of Sindh (All).
4. The Principal Secretary to Chief Minister Sindh, Karachi.
5. The Principal Secretary to Governor, Sindh.
6. The Chairman, CMI&ET, Government of Sindh.
7. The Accountant General Sindh, Karachi.
8. The Deputy Secretary (Staff) to Chief Secretary, Sindh, Karachi.
9. The District Accounts Officer / Treasury Officer in Sindh (All).
10. The Officers in Finance Department, Government of Sindh (All).
11. The Programmer (Website), Finance Department, Govt. of Sindh, Karachi.

21/9/17

(HABIB-UL-ISLAM)
SECTION OFFICER (SR-III)
for Secretary to Govt. of Sindh

PROVINCIAL ASSEMBLY OF SINDH
NOTIFICATION
KARACHI, THE 17TH OCTOBER, 2016.

NO.PAS/Legis-B-22/2014-The Sindh Mass Transit Authority Bill, 2016 having been passed by the Provincial Assembly of Sindh on 29th September, 2016 and assented to by the Governor of Sindh on 06th October, 2016 is hereby published as an Act of the Legislature of Sindh.

THE SINDH MASS TRANSIT AUTHORITY ACT, 2014.

SINDH ACT NO. XXIX OF 2016.

AN
ACT

to provide for the establishment of an Authority known as the Sindh Mass Transit Authority in the Province of Sindh.

Preamble. **WHEREAS** it is expedient to establish and empower the Sindh Mass Transit Authority for the purpose of, *inter alia*, planning, coordinating, constructing, developing, operating, maintaining, monitoring and regulating mass transit systems in the Province of Sindh and carrying out all ancillary functions thereto for providing safe, efficient, comfortable, affordable, sustainable and reliable forms of mass transit systems and to make provisions for matters connected therewith or ancillary thereto.

CHAPTER-I
PRELIMINARY

It is hereby enacted as follows:-

Short title, extent and Commencement.

1. (1) This Act may be called the Sindh Mass Transit Authority Act, 2014.

(2) It extends to the whole of the Province of Sindh.

(3) It shall come into force at once.

Definitions.

2. In this Act, unless there is anything repugnant in the subject or context –

(a)"Act" means The Sindh Mass Transit Authority Act, 2014;

(b)"assets" means the moveable and immovable properties (including intangible assets);

(c)"Authority" means the Sindh Mass Transport Authority established under section 4 of the Act;

(d)"Board" means the Board constituted under this Act;

(e)"Bus Rapid Transit" means a mode of mass transit where specialized buses are operated on dedicated or semi-dedicated lanes;

(f)"Chairperson" means the chairperson of the Board;

(g)"constituent body" means any such local authority or department of the Government as the Government may, by notification in the Official Gazette, declare to be a constituent body, and constituent bodies shall be construed accordingly;

(h)"contract" means any kind of agreement, undertaking, contract, deed or instrument, whether written, expressed or implied for any matter falling within the ambit of this Act or ancillary thereto, including the development, construction, operations, management, planning or maintenance of Mass Transit systems, and ancillary matters thereto, and the facilities thereon for the supply of materials or for the performance of any service in connection therewith;

(i)"depot" means a space or an area provided for parking, repair, maintenance, fueling, servicing and cleaning vehicles for the purpose of a project;

(j)"Developer" means a person, party, syndicate, consortium or a firm to whom a contract is awarded by the Authority for the development of a scheme or project or parts thereof, or any ancillary matters pertaining to Mass Transit systems;

(k)"fares" means the amount prescribed by the Authority to be charged for a journey(s) from passengers travelling by any mode of Mass Transit through mandatory ticketing system, e-ticketing system or any fare collection mechanism as the case may be;

(l)"feeder service" means the services of various modes of transport integrated with the Mass Transit systems;

(m)"Fund" means the Sindh Mass Transit Authority Fund established under section 23;

(n)"Government" means the Government of Sindh;

(o)"Internal Controls" means the systems and procedures controlling or mitigating the risks associated activities permitted to be carried out by the Authority;

(p)"license" means a license granted by the Authority to various operators, or to any party for the performance of functions in respect of a scheme or project;

(q)"Managing Director" means the managing director (by whatever name called) appointed under section 16 of the Act;

(r)"Mass Transit" means all types of mass transit including, but not limited to, rail and road-based mass transit facilities, circular railway, Bus Rapid Transit, light rail transit, Mass Rapid Transit systems, Mono Rail, feeder services, and any other modes notified by the Government from time to time to comprise Mass Transit;

(s)"Member" means a member of the Board;

(t)"Mono Rail" means gliding guide-way system using single pier;

(u)"operator" means a person, whether private or otherwise, entrusted with the functions, duties and responsibilities of operating a scheme or project (or any part(s) thereof) pursuant to a contract;

(v) "person" means -

(i) an individual;

(ii) a company or association of persons incorporated, formed, organized or established in Pakistan or elsewhere;

(iii) the Federal Government;

(iv) a Provincial Government;

(v) a local authority in Pakistan;

(vi) a corporation or any other body formed pursuant to a statute; or

(vii) a foreign government, a political sub-division of a foreign government, or public international organization;

(w)"project" means the planning, construction, development, implementation, operation and maintenance of a Mass Transit system, alongwith all ancillary and related aspects thereof;

(x)"Regulations" means Regulations made under this Act;

(y)"right of way" means the land or an area reserved for roads or transit ways, or such land for the purpose of construction of transit ways, roads, projects or schemes which have been granted to or acquired by the Authority;

(z)"road" means a road or part thereof, including land within the right of way and all works such as carriage ways, cart ways, footpaths, berms, traffic signals, side-drains, culverts, bridges, tunnels and works of every description built on, under or across any road which has been constructed or are maintained by the Government or a constituent body and are designated and intended for, or used by general public for the passage of vehicles and pedestrians;

(aa)"Rules" means the Rules made under this Act;

(bb)"Secretary" means Secretary of the Board appointed under section 18 of this Act;

(cc)"scheme" means a scheme or plan pertaining to Mass Transit systems, prepared, undertaken or executed under this Act;

(dd)"station" means a place earmarked where modes of Mass Transit may stop for a specified duration to allow passengers to board or alight from the vehicle; and

(ee)"vehicle" means any wheeled conveyance drawn, propelled or driven by any kind of power, including human and animal power, and shall include all conveyance modes pertaining to Mass Transit.

Over-riding effect.

3. Notwithstanding anything contained in any other law or rules made thereunder, the provisions of this Act shall have an over-riding effect and shall prevail in the event of any conflict or inconsistency.

CHAPTER-II
ESTABLISHMENT AND MANAGEMENT OF AUTHORITY

Establishment of Authority.

4. (1) There shall be an Authority to be called the Sindh Mass Transit Authority for carrying out the purposes of this Act.

(2) The Authority shall be a body corporate, having perpetual succession and a common seal with the power, subject to the provisions of this Act, to, *inter alia*, acquire, take, hold, utilize, encumber, surrender and otherwise dispose of property both movable and immovable, and shall by the said name sue and be sued.

(3) The headquarters of the Authority shall be at Karachi and it may establish its offices at such other place or places in Sindh as it may consider appropriate.

(4) The Authority shall be deemed to be a Provincial authority / body having powers in respect of the Province of Sindh.

(5) The Authority shall work in coordination with relevant federal, provincial and local departments of the Government and / or with the relevant constituent bodies, towns, municipal towns and cantonments, where it is necessary to achieve its objectives and where its actions and decisions pursuant to this Act shall have an impact on the relevant department or constituent body. Furthermore, the Authority shall coordinate and consult with the relevant authorities, councils etc., whether or not such bodies have been notified as constituent bodies, where a scheme or project, or part thereof, shall fall within the jurisdiction of a particular authority, council etc. to the extent that such body shall not unreasonably impede or hinder such scheme or project.

Provided that in the event of any dispute between the Authority and the relevant provincial or local departments of the Government or a constituent body or local body, or in the application of this sub-section 5 of section 4, i.e. as to whether the Authority is required to coordinate with a specific department of the Government or with a specific constituent body or local body, the decision of the Government shall be final.

Transfer of Properties and Assets.

5. (1) The Government may, by notification, transfer the ownership (conditionally or otherwise) of any road (or part thereof), station, depot, corridor, rail track, or any ancillary facilities or structures to the Authority for the purpose of carrying out the objectives under this Act. Existing properties and assets of the Government pertaining

solely to Mass Transit systems, which shall fall within the control of the Authority, shall be transferred to the Authority.

(2) The Authority shall not sell any immovable property without the permission in writing of the Government, whether or not such property was initially granted or transferred to the Authority by the Government.

Powers and Functions of the Authority.

6. (1) Subject to the provisions of this Act and the general directions and control of the Government, the Authority shall take such measures, discharge such powers and perform such functions as may be necessary for carrying out the purposes of this Act.

(2) Without prejudice to the generality of the provisions of sub-section(1),the Authority shall have the power to perform the following functions and exercise the following powers-

(a) own, control, plan, maintain, monitor, develop, coordinate, implement, operate and regulate Mass Transit systems alongwith all land, infrastructure (including stations, depots, terminations, roads, paths, bridges, buildings), systems and ancillary matters with related thereto;

(b) formulate policies and carry out all matters pertaining to schemes, projects and Mass Transit systems, along with all matters ancillary thereto;

(c) formulate and implement sound transport policies pertaining to Mass Transit and to plan, construct, develop, operate, maintain, monitor, coordinate, promote, organize and implement schemes and projects in Sindh;

(d) examine the conceptual plans for all master plans, designs and blueprints (primarily related to infrastructure but not limited to) initiated by any department or authority as to ensure their compatibility, suitability and sustainability with present and proposed schemes and projects. The Authority shall assist the relevant master planning departments of the Government to the extent of Mass Transit planning and infrastructure and issue no objection certificates for the master plans in accordance with long term plans and strategies pertaining to Mass Transit systems;

(e) cause studies, surveys, experiments and technical research with respect to Mass Transit systems;

(f) plan, amend and implement various transport routes, structures and alignments, and take such steps as may be necessary or useful in the construction and reconstruction, repair, maintenance and operation of Mass Transit systems;

(g) frame and implement schemes and projects with respect to Mass Transit including for the purposes of constructing, rehabilitating, expanding, operating and developing the transport network related to Mass Transit systems and all allied / ancillary works;

(h) ensure traffic disciplines for all vehicles as it may consider necessary;

(i) devise and implement the policies aimed at ensuring that vehicles used for schemes and projects for Mass Transit systems meet the safety and quality standards;

(j) seek assistance from the Government or any agencies within or outside the province for the preparation, planning, implementation, operation and execution of any plan, program or project, connected with Mass Transit systems or the functions of the Authority under this Act;

(k) publish such instructions, guidelines or policies with respect to Mass Transit systems as it deems necessary or appropriate, for the purposes of awareness of the general public;

(l) enter into and carry out discussions, negotiations, arrangements and activities with respect to its functions and purposes under this Act;

(m) enter into and perform all contracts or agreements and award contracts for schemes or projects or all other matters related to its functions and purposes under this Act;

(n) procure plants, machinery, instruments, equipment, and material required for its use to obtain the objectives under this Act;

(o) issue licenses, concessions, rights etc. for Mass Transit systems, including on or with respect to its right of way, transit ways or roads under the control of the Authority or matters falling within its jurisdiction, on such terms and conditions as it may prescribe;

(p) seek assistance from the Government for hiring the services of traffic wardens and police personnel to manage traffic or security on the Mass Transit corridors / right of way;

(q) establish, manage and make adequate security arrangements through police, private security or through its own agency for the effective protection of its right of way and all property under the control or ownership of the Authority along with all persons thereon and to ensure the enforcement of all laws in such manner and on such condition as may be prescribed under the Rules and Regulations;

(r) determine, charge, levy, regulate and collect (or cause to be collected) fares along with other charges pertaining to Mass Transit systems;

(s) acquire, hold, utilize, charge, assign, demise dispose of and generally deal with any assets in accordance with legal procedure and the provisions of this Act;

(t) raise funds through borrowing (including from bilateral and multilateral organizations), floating of bonds, sharing or leasing of assets or any other means and on such terms and conditions as the Board deems appropriate;

(u) incur any expenditure for carrying out the purposes of this Act;

(v) carrying out any other work assigned to it by the Government in consonance with the functions of the Authority under this Act;

(w) coordinate with the relevant Federal, Provincial and Local Government and authorities with respect to Mass Transit systems;

(x) establish and maintain effective janitorial and housekeeping services to ensure the cleanliness of the Mass Transit systems, vehicles, corridors and other facilities ancillary thereto;

(y) establish and maintain effective third party oversight mechanisms;

(z) give directions to any person or agency to desist from operation and competing transportation system or interfere with the projects and schemes which fall within the ambit of this Act or Mass Transit systems;

(aa) monitor and enforce contracts, agreements, licences, leases entered into or granted by the Authority;

(bb) carry out ancillary activities to raise non-fare revenues;

(cc) carry out all regulatory functions in respect of Mass Transit systems;

(dd) impose, enforce, regulate and collect penalties in respect matters pertaining to Mass Transit systems and Mass Transit corridors;

(ee) perform other functions and tasks as authorized by the Government; and

(ff) perform such other functions and exercise such other powers as may be necessary for carrying out the purposes of this Act.

(3) The Authority shall represent the Government in all matters pertaining to Mass Transit currently falling within the control / regulation of the Federal Government.

(4) The directions made by the Authority in respect of any matter specified in sub-section (2), subject to the approval of the Government or the Federal government as the case may be, shall be acted upon or implemented by the concerned agency or person.

Government to issue Directions.

7. The Government may, as and when it considers necessary, issue directions to the Authority on matters of policy, and such directions shall be binding upon the Authority.

Permission of Various Works.

8. (1) Notwithstanding anything contained in any other law for the time being in force, no person or agency shall, without the consent of the

Authority do any of the following acts, namely:

(a) open or break up the surface of a scheme or project in respect of infrastructure, roads, land or facilities which are under the ownership or sole control of the Authority; or

(b) construct or carry, repair or alter any cable, wire, pipe, drain, sewer or channel of any kind which is part of the scheme or project in respect of infrastructure, roads or land or facilities under the ownership or sole control of the Authority.

(2) In giving its consent under sub-section (1) the Authority may impose such conditions as it may deem necessary.

(3) If, without the consent of the Authority, any person does any act enumerated in sub-section (1), he shall be punished with fine as may be prescribed under the Rules or Regulations.

Restricted Usage of the Roads and Corridors.

9. The Authority may, or the concerned agency, operator(s) or Developer(s) may in consultation with the Authority, prohibit or restrict either permanently or temporarily, the taking of any class of vehicles or animals or the movement of pedestrians over a road, corridor, track or path, or any part thereof, which have been entirely transferred to the Authority, if such prohibition or restriction is, in its opinion necessary for the public safety or convenience, or for any other sufficient reasons.

Penalties and Enforcement.

10. (1) If a person contravenes any provision of this Act, or any Rules or Regulation, such person may be penalized in the manner prescribed under the Rules and Regulations. Such punishment may extend to imprisonment for a term which may extend to 3 years, or with a fine, or with both, in addition to penalties under the laws of Pakistan.

(2) The Authority may direct any personnel, whether employed or hired by the Authority, or such employees of the Government, to levy such fines / penalties in accordance with the provisions of this Act and the Rules and Regulations which shall go to the account of the Authority and shall form part of the Fund.

(3) Any dispute in respect of such penalty and the trial of any offence under this Act, or the Rules and Regulations shall be determined by an Additional District and Sessions Judge.

(4) The Authority shall prescribe offences, and penalties in respect thereof, from time to time and shall also determine procedure relating to offences and penalties as it may deem necessary.

(5) If the amount of any compensation payable under this section is not paid, the same shall be recovered under a decree for payment of money issued by a Magistrate of the First Class as if it were to a fine imposed by him on the said person.

Inspectors.

11. The Board may, for the purpose of inspecting and monitoring the operation of Mass Transit systems and enforcing the provisions of this Act and the Rules and Regulations, designate as inspectors, on such terms and conditions as is deemed to be fit, such officers or persons employed by the Authority to carry out such duties and functions as is prescribed from time to time.

MANAGEMENT AND ADMINISTRATION OF THE AUTHORITY

Management of the Authority and Constitution of the Board.

12.(1)The general directions and administration of the Authority and its affairs shall vest in the Board which may exercise all powers, perform all functions and do all acts and things which may be exercised, performed or done by the Authority.

(2) The Board shall comprise of the following:-

(i) Minister, Transport Department, Government of Sindh;	**Chairperson**
(ii) Mayor / Administrator, Karachi;	**Member/co-Chairperson**
(iii) Mayor/Administrator, Hyderabad	**Member/co-Chairperson**
(iv) Mayor/Administrator, Sukkur	**Member/co-Chairperson**
(v) Secretary Transport and Mass Transit, Government of Sindh	**Vice Chairperson**
(vi) Secretary Finance or his nominee not below the rank of an Additional Secretary	**Member**
(vii) Secretary, Planning and Development Department or his nominee not below the rank of an Additional Secretary	**Member**
(viii)Director General, Public Private Partnership Unit	**Member**
(ix) DIG (Traffic), Sindh	**Member**
(x) Managing Director	**Member**
(xi) Representative of Pakistan Engineering Council	**Member**
(xii) Director Military Lands and Cantonments	**Member**
(xiii)Academic Representative or eminent person from Pakistan Council of Architects and Town Planners	**Member**

(3) The Board may co-opt any person as a Member for any particular purpose, but such person shall not have right of vote.

(4) An official Member appointed by virtue of his office shall cease to be the Member on vacating such office.

(5) A non-official Member shall hold office for a period of three years from the date of his appointment, and shall be eligible for re-appointment for such duration as the Board may determine.

(6) A non-official Member may at any time, before the expiry of his term, resign from his office, or be removed from office by the Board in accordance with the procedures prescribed under the Rules or Regulations.

(7) Any casual vacancy arising due to the resignation / removal of a non-official Member shall be filled by the Board, and such person shall hold office for the unexpired portion of the term of such vacancy.

(8) The Members shall receive such remuneration as may be determined by the Board.

Disqualification of Members.

13. (1) No person shall be or shall continue to be a Member who–

(a) is not a citizen of Pakistan;

(b) is found a lunatic or becomes of un-sound mind;

(c) is, or at any time has been, convicted of an offence involving moral turpitude;

(d) is, or has at any time been, adjudicated insolvent;

(e) is, or has at any time been, disqualified for employment in or dismissed from Government service;

(f) is acting in contravention of the provisions of this Act; or

(g) has, without permission of the Government, directly or indirectly, any financial or other interest in any project or scheme or property of the Authority.

(2) The provisions of sub-section 1 above shall also be applicable to ex-officio Members who shall be disqualified from holding positions as Members. In such circumstances the Government may, by notification, appoint another individual on the Board, from the same department, till the person representing the ex-officio position is authorized to be a Member.

Meetings of the Board.

14. (1) The meetings of the Board shall be held in the manner prescribed under the Regulations.

Provided that until any Regulations are framed in this respect, the meetings of the Board shall be held as and when required by the Chairperson.

(2)The Board shall hold meetings as and when necessary; however, meetings shall be held at least once in every calendar quarter.

(3)The meeting of the Board shall be presided over by the Chairperson.

(4)In the absence of the Chairperson, the meeting of the Board shall be presided over by the co-Chairperson, who shall be a Member nominated by the Chairperson.

Provided that where the agenda of a meeting of the Board is with

respect to projects, schemes or matters pertaining to a city of which the mayor / administrator is a Member, such Member shall be the co-Chairperson. In the absence of such person, any Member may be nominated by the Chairperson.

Provided further that where the agenda of the Board is not with respect to projects, schemes or matters pertaining to one particular city, the co-Chairperson shall be the Member nominated by the Chairperson.

(5) If the Chairperson has not nominated any person in this respect, the co-Chairperson shall be that Member who is the mayor / administrator of the city in respect of which a project, scheme or matter is being discussed by the Board.

(6) Quorum for a meeting of the Board shall require the presence of at least half of the total Members of the Board present either in person or through persons co-opted by the Members; however, the same must also include at least two elected representatives.

Explanation: For the purposes of this sub-section, the term "elected representatives" means a minister, the mayor of a city or the administrator of a city.

(7) The Members shall have reasonable notice of the time and place of the meeting and matters on which a decision by the Board shall be taken during such meeting.

(8) The decision of the Board shall be taken by the majority of its Members present and, in case of a tie, the Member presiding over the meeting shall have a casting vote.

(9) All orders, determinations and decisions of the Board shall be taken in writing, be signed by the Secretary, or any officer of the Authority authorized by the Board, and duly communicated to all concerned.

(10) The Vice-Chairperson shall assist the Chairperson in carrying out the duties and functions as may be prescribed.

Functions of the Board.

15. (1) The Board shall –

(a) exercise all functions and powers vested in the Authority to enable the Authority to act in accordance with the provisions of this Act;

(b) frame the policies and provide guidelines based on Mass Transit with respect to the Authority and monitor the implementation and performance of the guidelines and policies, and of the functions of the Authority ensuring good governance and accountability;

(c) monitor and supervise all the functions of the Authority;
(d) consider and approve (with or without modification) the budget of the Authority;
(e) determine and specify all fees, penalties, fares and other charges that are chargeable by the Authority for carrying

out the purposes of this Act;

(f) carry out such other functions from time to time as may be prescribed by the Government; and

(g) carry out such other functions and exercise such powers as may be necessary for carrying out the purposes of this Act.

(2) The Board in discharging its functions shall act on sound principles to achieve objectives of this Act and shall be guided by the best practices related to various functions.

Appointment of Managing Director.

16. (1) There shall be a full-time Managing Director of the Authority who shall be appointed by the Board on such terms and conditions as it may determine.

(2) The Managing Director shall be an eminent professional of known integrity and competence having experience of at least fifteen years, including in various urban infrastructure development projects or schemes with global exposure of mass transit systems, and having experience in public or private sector management especially in the context of managing human resources, financial management, program implementation and may additionally have technical understanding of Mass Transit systems.

(3) The Managing Director shall be appointed for a period of four years and shall be eligible for reappointment for more than one term on the basis of his performance; provided that the Board, on a complaint regarding the performance of the Managing Director or otherwise, reduce the term of his appointment or terminate his services, as the case may be.

(4) The Managing Director may, at any time on two months' notice, resign his office by writing under his hand addressed to the Board.

(5) No person shall be appointed or continue as Managing Director, if he –

(a) has been convicted of an offence involving moral turpitude;

(b) has been removed from service for misconduct;

(c) has been adjudicated as insolvent;

(d) is incapable of discharging his duties by reasons of physical or mental incapacity and has been so declared by a medical board; or

(e) fails to disclose any conflict of interest at or within the time provided for such disclosure by or under this Act or contravene any of the provisions of this Act.

(6) The Managing Director shall not, without the prior approval of the Board, during the term of his office, engage himself in any

other service, business, vocation or employment, nor shall he, before the expiration of one year from ceasing to be the Managing Director, enter into employment or accept any advisory or consultancy relationship with any person or entity engaged with the Authority in the capacity of private sector service provider pertaining to Mass Transit.

Provided that where the Managing Director is a Government servant there shall be no such restrictions on his employment after he has retired or been transferred from the post of Managing Director.

Powers of Managing Director.

17. The Managing Director shall be the executive head of the Authority and, unless otherwise resolved by the Board, have power and responsibility, *inter alia*, to -

(a) exercise administrative control over the Authority, the day to day functioning of the Authority, including management, financial management, human resource management;

(b) make all decisions necessary and be responsible for the smooth functioning of the Authority and performance of its functions and duties as prescribed under this Act;

(c) prepare and submit the annual budget proposals of the Authority to the Board;

(d) run the affairs of the Authority for attaining the objectives of the Authority through the executive tier placed under therein;

(e) prepare the annual report of the Authority for placing before the Board;

(f) perform such functions and exercise such powers as the Board may delegate; and

(g) act on behalf of the Authority, in any emergency, subject to the obligation to report such action to the Board at its next meeting and to seek the Board of ratification of any action so taken.

Secretary.

18. (1) After the formation of the Board, a Secretary shall be appointed by the Board for a period of 3 years on such terms and conditions as the Board may determine. The individual appointed as the Secretary shall be from the private sector. The Secretary may be re-appointed for further periods of 3 years and may be removed from such position in a manner determined by the Board or as prescribed under the Rules and Regulations.

(2) The Secretary shall be a whole-time officer of the Authority and shall perform, *inter alia*, the following functions and duties:

(a) issuance notices for meetings of the Board or any committee of the Authority;

(b) issuance of minutes of meeting;

(c) managing all matters relating to annual accounts and reporting; and

(d) carrying out all other matters and duties as directed by the Board and the Managing Director.

(3) The Secretary shall receive such remuneration as may be determined by the Board.

Organizational Tier.

19. There shall be established a fully-fledged organizational tier of the Authority, under the Managing Director in such manner and with such functions as may be prescribed under the Regulations.

Decision Making.

20. All significant issues and matters, as prescribed in the Rules and Regulations or as determined by the Board from time to time, shall be placed by the Managing Director for the information, consideration and decision by the Board.

Committee.

21. The Board may set up such administrative and technical committees for the efficient performance of its functions as may be necessary and entrust to the committees such functions as it may consider necessary.

Appointment of officers and Staff.

22. (1) The Authority may, for efficient performance of its functions, appoint such officers, advisers, consultants, experts and other staff possessing requisite professional, technical, ministerial or secretarial qualifications and experience on such terms and conditions as may be prescribed.

(2)The officers, advisers, consultants and other staff shall be liable to such disciplinary action and in such manner as may be prescribed.

23. (1) There shall be established a Fund to be known as the Sindh Mass Transit Authority Fund which shall vest in the Authority with powers to manage and operate it.

(2) The Fund shall be used by the Authority to, *inter alia*, meet all its expenses and charges in connection with its functions and powers under this Act.

(3)All receipts of the Authority from any source whatsoever including endowments, contribution and annual grants from the Government shall be credited to the Fund, unless determined otherwise by the Board.

(4)Without prejudice to the generality of sub-section 3 above, the Fund shall consist of:

(a) grants and contributions made by the Federal Government, the Government, any local authority, associations, trusts, constituent bodies or organization;

(b) share from the increased revenue in the shape of various fees or charges due to increase in land utilization as per the formula decided by the Government;

(c) loans obtained from the Federal Government, the Government, banks or any other body;

(d) foreign aid and loans obtained by the Authority with the sanction of and on such terms and conditions as may be approved by the Government;

(e) revenue generated from fares;

(f) proceeds of all non-fare forms of revenue including, but not limited to, charges, advertisement including display of advertisement on various modes of transport along with charges for right-of-way, income from sale of its assets, floating of bonds, all other avenues including property, development, service charges and recovery made under this Act or the Rules and Regulations;

(g) any amounts received from any funds established pursuant to any law;

(h) share from motor vehicle tax as determined by the Government;

(i) contribution by the private sector organizations in the greater interest of the city and the public;

(j) any amounts collected from penalties levied pursuant to this Act or the Rules and Regulations; and

(k) all other sums as may be received by the Authority.

(5) The Government shall provide annual grants to the Authority for carrying out the purposes of this Act. The initial funding amount, for the establishment and initial functioning of the Authority, shall be provided by the Government. Such amount shall be notified upon the promulgation of this Act and the establishment of the Fund.

(6) The Authority may invest its surplus funds in investment schemes including government securities for raising funds in accordance with the policy approved by the Board.

(7) The funds shall be administered by the Authority and shall be utilized for meeting expenses necessary for carrying out the purposes of this Act including the payment of:

(a) charges, costs and expenses in connection with the survey, research or lay out, planning, construction, reconstruction, repair of transit ways or execution and implementation of scheme and projects prepared under this Act;
(b) all expenses incurred in carrying out its functions as a regulatory body for Mass Transit systems, and all matters ancillary thereto;
(c) loans and interest thereon;
(d) salaries and other remuneration to the members of staff, officers, the Managing Director, the Secretary, as well as experts, technical advisers, consultants, firms or persons employed for any work under this Act and other employees of the Authority; and
(e) all costs and expenses in respect of carrying out all its functions as prescribed under this Act as approved by the Board or prescribed under the Rules and Regulations.

(8) The Fund shall be managed and operated in the manner as may be prescribed by the Board.

Audit and Accounts.

24. (1) The Authority shall maintain complete records and accounts of receipts and expenditure in accordance with the Rules and Regulations.

(2) The Authority shall cause proper accounts to be kept and shall after the end of each financial year cause to be prepared for that financial year a statement of accounts of the Authority which shall include a balance sheet and an account of receipt and expenditure.

(3) The Authority shall maintain an internal audit division which shall regularly undertake institutional internal checks and controls. The Authority shall establish adequate and appropriate accounting systems in accordance with international accounting standards.

(4) The accounts of the Authority shall be annually audited through a firm of external chartered accountants approved by the Authority having sound marking standing and the report of the chartered accountants along with audited accounts shall be presented to the Government.

Budget and Accounts

25. (1) The Authority shall cause its accounts to be maintained properly and in respect of each financial year submit for approval of the Government by such date and in such form as may be specified by the Government, a statement showing the estimated receipts and current expenditure and the sums to be required from the Government during the next financial year.

(2) The Government shall within thirty days of the receipt of the budget approve it with or without modification and if the approval is not conveyed within thirty days the statement shall be deemed to have been approved without any modification.

Submission of Reports.

26. (1) The Authority shall submit an annual report to the Government in respect of any of its activities and furnish such information as and when required by the Government.

(2) The Authority shall post all relevant information, including its financial statements and audited accounts, in a user-friendly manner on its website.

Internal Controls.

27. (1) The Authority shall ensure the establishment of a proper system of Internal Controls consisting of such policies and procedures to be adopted by the Authority in achieving the objectives of this Act, and for ensuring, as far as practicable, the orderly and efficient conduct of its activities, including adherence to the policies, the safeguarding of assets, the prevention and detection of fraud and error, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information.

(2) The Authority shall also establish adequate and appropriate systems of Internal Controls for operators, Developers and other relevant parties in order to timely identify the risks and to take appropriate measures with respect to the development, establishments, monitoring, implementation, operation and maintenance of schemes, projects and Mass Transit systems.

Guidelines.

28. The Authority as deems appropriate from time to time shall issue guidelines for elaboration of various matters under the Act.

Delegation of Powers.

29. (1) The Authority may, by such conditions and limitations as it may deem fit to impose, delegate any of its functions or powers to the Managing Director, Members, committee, or any of its officers or employees except the power to -

(a) approve the audited accounts;
(b) approve the annual reports;
(c) approve regular or ad-hoc appointments against sanctioned strength other than advisors, consultants or contingent staff); or
(d) make or repeal Regulations made under this Act.

(2) The Authority may acquire, continue, manage or operate any commercial venture or activity with respect to Mass Transit systems, or ancillary matters thereto, singly or jointly with any private body or person to effectuate its purpose and objective under the Act.

Redressal of Grievances.

30. (1) Subject to the provisions of section 10(3) of this Act, any person aggrieved with a scheme or a project or with the actions of the Authority or any officers, agents, employees thereof, or any private party involved in a scheme or project shall follow the procedure for redressal of such grievances as prescribed under the Rules and Regulations.

(2) The Authority shall make every effort to dispose of a complaint / grievances or other proceedings in a timely manner.

Provided that a decision of the Authority shall not be rendered invalid by reason of any delay in its delivery.

Appeal.

31. Subject to the provisions of section 10(3) of this Act, a person aggrieved from the decision of the Authority can file appeal with the High Court of Sindh within 30 days of the decision made by the Authority.

Public Servant.

32. Every Member and employee of the Authority including the Managing Director, officers and staff of the Authority shall be deemed to be a public servant within the meaning of section 21 of the Pakistan Panel Code, 1860.

Validity of Proceedings.

33. No act done or proceedings taken or order passed under this Act shall be rendered invalid merely on the ground of the existence of any vacancy in, or any defect in the constitution of the Board.

Recovery of Dues.

34. The Government shall appoint an officer of the Authority to act as a collector for the purpose of recovering any sums due to the Authority, including fines, compensations or any amounts payable to the Authority.

Liabilities of Members.

35. No Member shall be personally liable for any contract made or expenditure incurred by or on behalf of the Authority unless the same has not been done in accordance with law or involves gross negligence or willful misconduct.

36. No suit, prosecution, or other legal proceedings shall lie against the Authority, the Chairperson or any Member, officer, servants, advisers or consultants of the Authority in respect of anything in good faith done or intended to be done under this Act or the rules and regulations made thereunder. **Indemnity.**

37. (1) The Government may, by notification in the official Gazette, make Rules for carrying out the purposes of this Act. **Powers to Make Rules.**

(2) With prejudice the generality of foregoing power, such Rules may provide for all or any of the following matters, namely:-

(a) the constitution, powers and functions of Committees;

(b) powers and duties of the officers, staff and employees of the Authority;

(c) service matters including rules regulating disciplinary action, grant of leave and retirement of the employees of the Authority;

(d) constitution of pension or Provident Fund for the benefit of the officers and other employees of the Authority; and

(e) such other matters as may appear to it necessary for giving effect to the provisions of this Act.

38. The Authority may make Regulations, not inconsistent with the provisions of this Act and the Rules made there under, for carrying out the purposes of this Act. **Powers to Make Regulations.**

39. Unless notified otherwise by the Government, any contract or arrangement entered into by the Government, pertaining to matters falling within the ambit of this Act, before the coming into force of this Act shall continue to subsist in terms thereof; however, no such contract or arrangement shall be renewed or extended beyond the date of initial expiry contemplated in respect thereof. **Removal of Difficulty.**

40. If any difficulty arises in giving effect to any of the provisions of this Act, the Government may make such order not inconsistent with the provisions of this Act for removing the difficulty.

BY ORDER OF THE SPEAKER
PROVINCIAL ASSEMBLY OF SINDH

G.M.UMAR FAROOQ
SECRETARY
PROVINCIAL ASSEMBLY OF SINDH